

Championing Research Partnerships: *What does it mean to be a change agent?*

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Organizational change requires change agents

- One overarching goal of the Research Navigator training is to build your capacity to be change agents.
- What is your role as a change agent championing research partnerships in your association?
- Let's look at some characteristics of change agents

A change agent continually articulates a vision for change . . .

- and motivate people achieve that vision.
- As a consequence, a huge chunk of being a change agent relates to communication - directed internally within the organization.

A change agent lives partially in the future, as well as the present.

- Regardless of what is going on today, a change agent has their vision of what could or should be and uses that as the governing sense of action.
- To a certain extent, a change agent is dissatisfied with what they see around them, in favor of a much better vision of the future.

A change agent is fueled by passion, and inspires passion in others

- Change is hard work. It takes a lot of energy.
- Don't underestimate this.
- Without passion, it is very difficult to muster up enough energy to assault the fortress of inertia.

A change agent has a strong ability to self-motivate

- There will be many days when others don't understand the need for change.
- The change agent needs to find it within themselves to get up every day risking being misunderstood, knowing that the real validation may be far in the future and may be claimed by someone else.

Change agents must have a long term vision

- Real deep meaningful change doesn't happen over night.
- It takes time to lay the groundwork, plant the seeds, and let them grow into something that can be harvested and used.
- And this takes time.

Change agents can't do it alone

- Remember that you, as a change agent, are operating in the context of changes here at Cornell that support your work.
- We hope Research Navigators can act as a learning community to stimulate positive change in CCE associations and on campus.

Finally, remember, change is going to happen, no matter what.

- Championing change is the opportunity to shape the changes as they occur into a more desirable future.
- At the end of the day, change is about people.
- Therefore, the role of change agent is part **visionary, part facilitator and part encourager.**