

# Teaching The Caterpillar to Fly

***"One cannot become a butterfly by remaining a caterpillar."***

*"In the change from being a caterpillar  
to becoming a butterfly,  
you're nothing more than a yellow,  
gooey sticky mess."*



Change and personal growth is all about discovering the inevitability of change and the need for one to clarify a vision of the future.

We need to deal with the gooey glob that most people find uncomfortable. But you have to metamorphose in order to change and that will involve going through the discomfort of being less and less a caterpillar while you are in the process of becoming a butterfly. Expect the transformation process to be somewhat uncomfortable and note that it takes some level of commitment. A key is understanding the process and perception of the realities of the change.

Generally, everyone has unrealized potential. Improvement is about understanding and capturing ideas and possibilities, reformulating and restructuring those ideas into a usable form and then transforming them into actions and behaviors. This unrealized organizational and individual potential can be coached and supported and individuals generally need the support and coaching of others in order to be successful. But there can be a number of issues and difficulties.

## **Some key learning points on leading change:**

- Even though we often resist change and risk, it is often inevitable!
- Change will occur and we can choose to be active participants and go with the flow -- or we can attempt to resist and suffer the stresses.
- Each of us goes through many stages of development, a process that occurs repeatedly over time.
- What is needed is vision and overall perspective -- we're all on a journey forward.
- We need to be engaged and involved in the process itself rather than feel imprisoned by our environment. Change cannot be done "to" us -- forcing the action typically generates active resistance to the process.
- Possibilities are endless! Choosing to change is a really important part of improvement.

***“Even caterpillars can fly, if they just lighten up!”***

**"Given the right circumstances, from no more than dreams, determination, and the liberty to try, quite ordinary people consistently do extraordinary things."**

Dee Hock, founder of VISA International

**"Never doubt that a small, committed group of people can change the world. Indeed, it is the only thing that ever has."**

Margaret Mead

**God gives every bird his worm, but he does not throw it into the nest.**

Swedish proverb

So, let's focus on becoming more than what we are and becoming more like the butterfly. It is the diversity of thinking and perspective that gives us the opportunity to continue to see things in different ways. And we need to keep focused on the future. Each of us has the potential within us to fly, even though we all are different, so long as we continue to focus on how to lighten up.

***Go to the people  
Learn from them  
Love them  
Start with what they know  
Build on what they have  
But of the best leaders  
When their task is accomplished  
Their work is done  
The people will remark:  
"We have done it ourselves."***

2000 Year Old Chinese Poem

