

# Thriving in the Midst of Change



There are few things in life we can be certain of, but one thing is for sure: our organizations and our personal lives are bombarded with change. How do we, as servant-leaders deal with change? Are we held to a higher standard? In this session, TMCA is partnering with our host organization the Tempo family of companies exploring how to not just survive change, but to thrive in the midst of change.

Steve Saunders and his award-winning companies—Tempo Mechanical, U.S. EcoLogic, and TexEnergy Solutions are saving the planet one home at a time. They have certified

more than 47,000 ENERGY STAR homes and 40,000 Green Apartment in the last 20 years. Since 1966, Tempo has installed more that 265,000 HVAC systems. They have won recognition as the single largest LEED for Homes provider. And they have done that built upon a culture of servant leadership and sustaining it since 1966. Come hear Steve, described as “a brilliant, charismatic, and all-around wonderful guy” and his stellar teams tell about their journey.

The second half of our session will be devoted to exploring how a servant-leader deals effectively with change. We will look at change through the lenses of intellectual responses, the feeling/emotional part of change, how our bodies are wired for “survival of change”, and how ultimately, we must align change with our spiritual sense of calling. Attendees can expect to leave with several strategies for dealing with organizational, professional, and personal changes occurring in our lives.

To make the most out of the session and get a headstart, here are some assignments that will acquaint you with the Tempo story and the change skills we will focus on:

1. **From *Being the Change*, read Chapter 5 “Son of Servant Leadership: The Tempo Mechanical Story.” (attached)** This will give you a history of the inception of the company and how servant leadership was used throughout the business transactions.
2. **From *Green Think: How Profit Can Save the Planet*, read pages 158-159 (attached)** focusing on how Tempo is making a difference in the world.
3. **View the three minute video of Steve Saunders that tells about this award-winning company** and the business results they have accomplished through a culture of servant leadership.  
<https://vimeo.com/54049402>
4. **Read the article “Change: Dancing with Uncertainty.” (attached)** This brief three-page article will give you an overview of the skills we will work with in the last half of the session.

We know you will not want to miss this informative and trailblazing session as the Tempo families of companies welcome us to their beautifully renovated space.

**Date: Friday, October 13, 2017 | 8:30 AM-12:00 PM | Continental Breakfast at 8:00**

**Site: Tempo Offices — 911 Maryland Drive, Irving, TX 75061**

**Facilitators: Trammell McGee-Cooper & Associates and Tempo Partners**

**Please RSVP to Carol Haddock at TMCA (214.357.8550) as soon as possible. It is very important that you **RSVP by October 6<sup>th</sup>** so others may be invited if space is available.**