

Change Management

Leading Change:

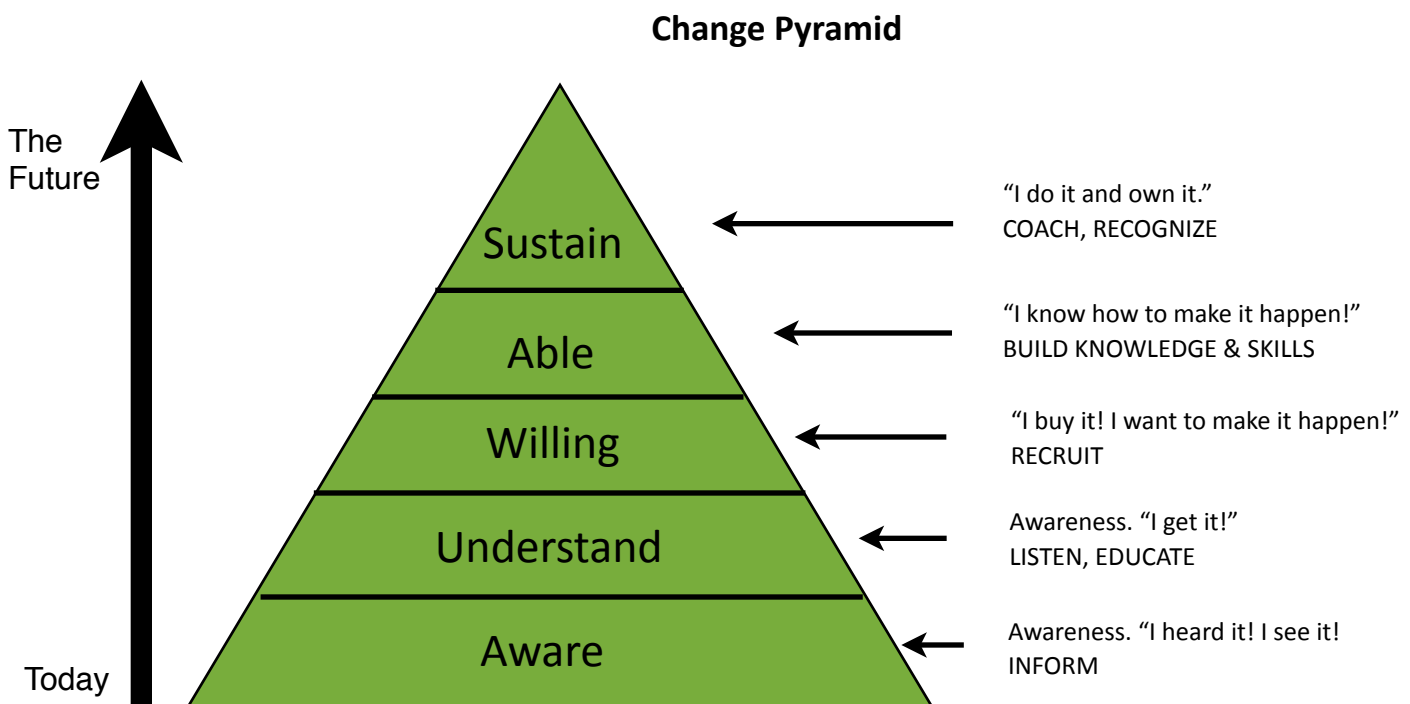
Why we manage change?

1. Effectively managing change can help team leaders:

- Increase speed of adoption
- Ensure that implementation leads to increased engagement and success.
- Sustain and embed the changes into the way we lead and work.

2. How to lead successful change:

- Inform, Listen and Educate
 - Create a sense of urgency and communicate the vision
- Recruit, Build Knowledge and Skills
 - Empower others to act, produce short term wins
- Coach and Recognize
 - Don't let up; Create a new culture



Equation for Successful Change:

When leading successful change, build a plan that includes the following:

- *Vision*
- *Skills*
- *Benefits*
- *Resources*
- *Action Plan*

Vision + Skills + Benefits + Resources + Action Plan = **Responsive Change**

? + Skills + Benefits + Resources + Action Plan = **Confusion**

Vision + ? + Benefits + Resources + Action Plan = **Anxiety**

Vision + Skills + ? + Resources + Action Plan = **Gradual Change**

Vision + Skills + Benefits + ? + Action Plan = **Frustration**

Vision + Skills + Benefits + Resources + ? = **False Start**