

A Combination of Change Leadership Models: For Successful Change

1. **Assess your readiness for change**, your approach, and your organization's readiness and commitment for the change.
2. **Expect emotion and resistance.** Listen to your team member's difficulties and frustrations. Validate and respond.
3. Communicate with your teams **why** the change is needed – purpose. Anchor it to something outside your authority. Something bigger, something important in the world, a shared value. Create urgency, establish a burning platform, and a public narrative (Why me? Why us? Why now?)
4. Paint a picture of a defined **vision** - the future state so teams know where you're going and what success looks like
5. **Share the plan** about how you're going to get there. Incorporate systems thinking, strategy, and system readiness. Answer their questions to increase their knowledge of the plan.
6. Build and **grow your team.** Recruit champions and build a coalition for change. Enable team-building and development. Invest in trust-building and constructive conflict. Ensure clear boundaries and encourage commitment to the principle of acceptance.
7. **Empower each team member.** Provide each team member with a part to play. Allow them autonomy and navigate their threats/rewards and journey through the change individually. Develop them and their skills and abilities.
8. Have a **momentum and reinforcement plan.** Offer genuine, positive reinforcement to team members. Celebrate wins and achieved milestones. Continue to adapt, sustain your acceleration, and ground your changes in culture.

Lead Yourself, Lead Your People & Manage Your Processes

Communicate:
The Change
The Why
The Vision

Share the Plan

Build & Grow
the Team

Empower Every
Team Member

Enact Momentum
& Reinforcement
Plan



Pull Team Along



Get Behind & Push



Coach, Encourage
& Reinforce