

How to Implement Change Within Your Group

*Tips for easing the pain and
increasing the success of
implementing ongoing change*



Implementing Change

1. What is the role of leadership?
2. A simple organizational change model
3. Tips for introducing & implementing changes



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Implementing Change

1. What is the role of leadership?

- Build confidence in the change
- Build confidence in leadership
- Steer the process
- Walk the talk
- Gentle relentless pressure



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Implementing Change

2. A simple organizational change model

- Unfreeze
- Implement the change
- Refreeze



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Implementing Change

3. Tips for introducing & implementing changes

- Explain the rationale of the change, so people understand
- Sell "benefits" of the change
- Indicate improvements over the past
- Sell the fun of something new
- Don't denigrate the past



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Implementing Change

3. Tips for introducing & implementing changes

- Prepare, in order to eliminate rush or confusion
- Attention to detail
- Involve others (those effected) in the implementation and its planning
- Listen to others (the objections, concerns, questions) and try to understand / empathize



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Implementing Change

3. Tips for introducing & implementing changes

- Identify informal leaders and recruit
- Establish a time frame with deadlines
- Ensure someone is available to answer questions and give help
- Throw out the old so it can't be used out of habit



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Implementing Change

3. Tips for introducing & implementing changes

- Identify examples of successes
- Reinforce improvements
- Reward / recognize achievements
- No loyalty up generates no loyalty down
- Gentle relentless pressure



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Free Resource Materials

- Sssshhhhhhhhhhhhhhh
- Keep this secret !!!
- Good until September 20
- <http://www.mansis.com/secret.htm>



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