



# Taking Charge of Organizational Change



## Taking Charge of Organization Change




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## Where We're Headed


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**Define change**

**Investigate typical responses to change within people and organizations**

**Introduce a 3- step model for leading organizational change**



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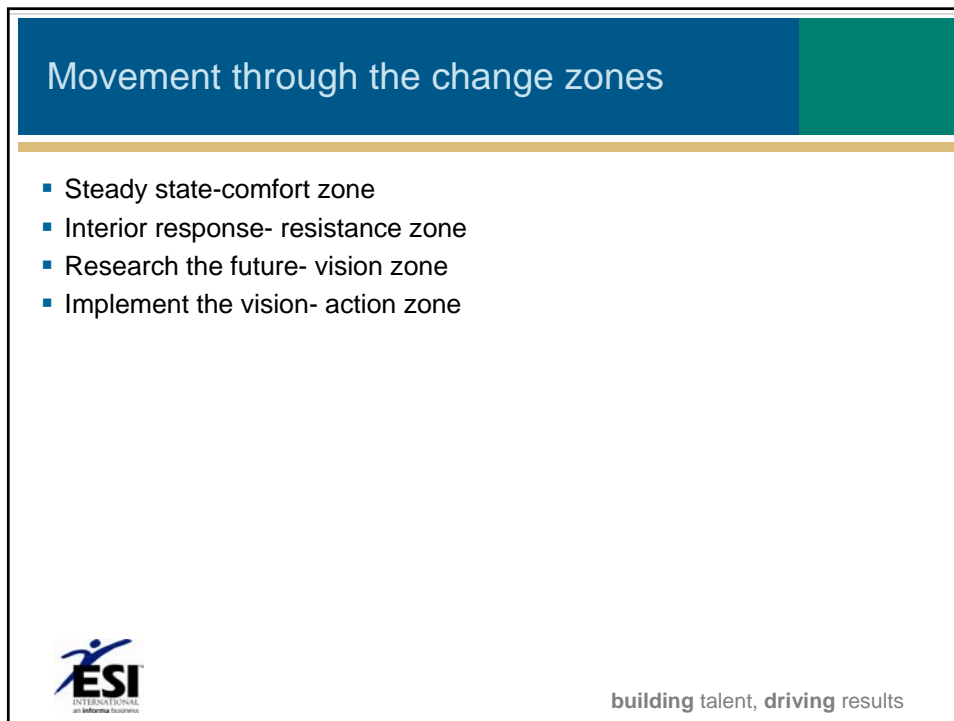
## Taking Charge of Organizational Change



A Personal Change Experience


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Movement through the change zones

- Steady state-comfort zone
- Interior response- resistance zone
- Research the future- vision zone
- Implement the vision- action zone

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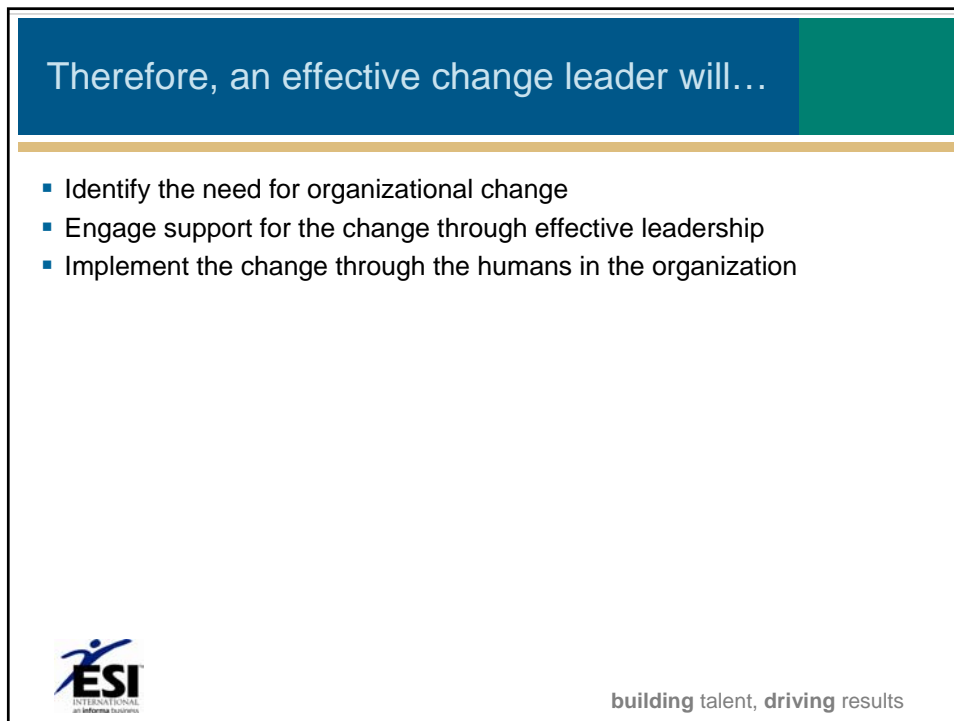
## Taking Charge of Organizational Change



An organization's response to change is identical to an individual's response to change




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Therefore, an effective change leader will...

- Identify the need for organizational change
- Engage support for the change through effective leadership
- Implement the change through the humans in the organization



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## Taking Charge of Organizational Change

### Step 1: Identify the need for organizational change

- Understand the environment of change
- Analyze and articulate the “AS IS” state and the “TO BE” state
- Describe the gap between “AS IS” and “TO BE” in clear, simple terms



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### Step 2: Engage support for the change through effective leadership

- Create a compelling vision for the “TO BE” state
- Choose a strategy to move from the “AS IS” state to the “TO BE” state
- Plan the move
- Ready the organization for the move
- Enlist stakeholder support
- Communicate the strategy and plan



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### Step 3: Implement the change through the humans in the organization

- Guide people through their emotional responses to change
- Identify and address obstacles and barriers to the change



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### Finally...

- Remember
  - Change is always personal and emotional
  - Be the change that you seek from others
  - Lead organizational change one person at a time



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Questions?

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