

10 TIPS FOR CHANGE

Here are the leading-change.co.uk Top Ten Tips for Making Change Happen...

-1-

Create and sustain a sense of urgency for change by consistently communicating the external drivers impacting the organisation.

-2-

Develop leadership capability throughout, finding and empowering further Ambassadors to lead/facilitate local groups to apply the changes appropriately in their areas.

-3-

Engage as many people as possible throughout the organisation. Expose groups to new thinking, the urgency driving the changes, their importance and positive examples of the changes in place. Be open about uncertainty, encouraging people to seek to act in ways that give the best chances of future success.

-4-

Key Executive members and others directly associated with leading the changes need to be visible throughout the change process and throughout the organisation.

-5-

Retain a clear connection between the "holistic" view of the changes needed and the plethora of detailed activities involved.

-6-

"We've heard it all before - what's so different this time?" is a cry frequently heard. Building a critical mass of dispersed leaders of change (often different from the normal structure) provides both momentum for change and local credibility of the Executive teams' ambitions.

-7-

Build stronger partnerships by involving all parties who contribute to the future success of the organisation - both internal and external - from as early as possible in the change process.

-8-

Understand the resource limitations, particularly financial within which services need to be delivered. You can't do everything at once!

-9-

The changes needed are all too frequently underestimated, with too many organisations relying on changes to structure, roles and accountabilities alone. Systems for performance management and reward and recognition need to be aligned to the changes sought.

-10-

It's a key challenge to remember to continue to lead the change effort when you think you have achieved what you set out to do. The initial successes have to be repeated voluntarily in all areas of the business before change is truly embedded. Too early a relaxation of effort usually means a reversion to past ways very quickly!

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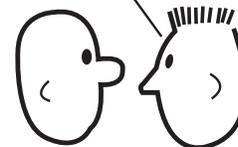
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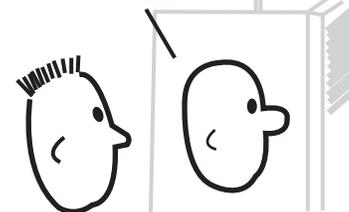
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motivation?

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OK, WHAT'S THE NEXT MOST IMPORTANT?

