Effectively Leading Change

- TED Talk Jim Hemerling – 5 Ways to Lead in an Era of Constant Change
- John Kotter’s 8 step process
- Exercise
Effectively Leading Change

Jim Hemerling – 5 Ways to Lead in an Era of Constant Change

Put People First

- Connect with a Deep Sense of Purpose
- Go All In
- Enable People to be Successful
- Instill Culture of Continuous Learning
- Lead with Vision and a Map, Accountability and Inclusion
Where do you fit?

- If it aint broke, don’t fix it
- In between
- Love trying something new
Change is Hard!
Why Implement Change?
Management
- Planning and budget
- Organizing and staffing
- Controlling and problem solving

Leadership
- Establishing Vision
- Aligning people
- Motivating and inspiring

10% - 30%
Predictability, Order

70% - 90%
Drives Change
Leading Change
By John Kotter
Step 1 - Create a Sense of Urgency
Step 2 – Build a Guiding Coalition

- Trust
- Common Goal
Step 2 – Build a Guiding Coalition

- Position Power
- Expertise
- Credibility
- Leadership
- Fun
Step 3 – Form Vision and Strategy
Project Partner Delivery
Utilizing partnerships to deliver best value project
Step 4 – Enlist a Volunteer Army

- Simplicity in messaging
- Multiple forums
- Repetition
- Leadership by example
- Give-and-take communication
- Training
Step 5 – Enable Action by Removing Barriers
Step 6 – Generate Short-Term Wins

- Keep bosses on board
- Reward change agents
- Fine-tune vision and strategies
- Demonstrate to cynics it works
- Build momentum
- Evidence sacrifice is worth it
Step 7 – Sustain Acceleration
Step 8 – Institute Change