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Leading Successful Change:
8 keys to making change work



Create a clear vision

The vision should be clear about the organization's future state, and clearly communicated to all stakeholders.



Build a strong coalition

Form a strong coalition of leaders from all levels, including external stakeholders, to gain support and overcome resistance to change.



Communicate effectively

Communicate vision, benefits, and progress regularly. Be open to feedback and adjust approach accordingly for successful change.



Empower action

Empower teams with resources, support, and training to take action and make decisions. Provide guidance and support when needed.



Create short-term wins

Short-term wins are crucial for successful change since they build confidence and momentum. Identify quick wins and celebrate them duly.



Consolidate gains

Consolidate short-term wins and embed change into culture, processes, and systems. Communicate and celebrate the benefits.



Anchor new approaches

Anchor new approaches in the organization's culture, fitting with values and beliefs. Reinforce through ongoing communication.



Evaluate and learn

Evaluate the change process, identify successes and areas for improvement. Share what you have learned to enhance future change efforts.



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TLDR – 8 Keys to making change work

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- 2 Build a strong coalition
- 3 Communicate effectively
- 4 Empower action
- 5 Create short-term wins
- 6 Consolidate gains
- 7 Anchor new approaches
- 8 Evaluate and learn

Impact that matters.

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