Leading Transformational Change
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The Art and Science of Leading Transformational Change

People are at the heart of change efforts, and quality leadership, trust, and a collective vision amongst stakeholders are key. Adapted from the work of Kotter, the following is a suggested eight-step process for leading change.

1. A sense of urgency: Change can happen in a number of ways, with the most common being a measured and deliberate shift. However, dissatisfaction with the status quo, and/or a major turning point or opportunity, can catalyse change at a much higher rate.
2. A guiding coalition: For large-scale change to be successful, collaboration and consultation amongst strong leadership, and an energised diverse team will be required.
3. A strategic vision: Envisioning the future and developing stepped deliverables to achieve that vision will enhance change efforts.
4. A diverse energised team: Openly communicating and inspiring a shared vision amongst an energised and willing team will motivate action and empower change.
5. An enabling culture: Strengthening resolve and refocusing efforts on a vision will support change initiatives.
6. An encouraging ethos: Change requires measurement, evaluation and celebration. When stepped deliverables are accomplished, progression along the journey is celebrated, as appropriate. Process efforts can also be recognised.
7. An accelerating journey: Developing momentum for change and reviewing/refreshing processes as required.
8. Anchoring the change: Building on the success of change efforts, new approaches are embedded for the longer term.

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