

Lesson 2:

PEOPLE, PEOPLE, PEOPLE: AT THE EPICENTRE OF THE CHANGE



People are the epicentre and focus of any change initiative for Change Management

- × Town hall meeting or issuing a diktat may not bring the change.
- ✓ All employees needs to be taken into confidence on various facets of change.

By providing plenty of opportunities of training in new skills and adapting your change strategy to the situation, one can counter resistance to change.

8 Step Kotter's Model for implementing change successfully to proposes, the following 8 steps are:

- **Step 1:** A sense of Urgency
- **Step 2:** Form a powerful coalition
- **Step 3:** Develop the change vision and strategy
- **Step 4:** Communicate the vision
- **Step 5:** Develop the change vision and strategy
- **Step 6:** Great quick wins
- **Step 7:** Build on the change
- **Step 8:** Make change, stick and create new culture