

Leading Organizational Change

The Dos and Don'ts



5

Major Changes in 3 Years

The average organization has undergone 5 enterprise changes in the past 3 years.



75%

Expect More Change

The majority of organizations expect more change initiatives in the next few years.

Unfortunately...many organizations fail to implement change effectively.

34%

Succeed

16%

Have Mixed Results

50%

Fail

Source: <https://www.gartner.com/en/insights/change-management/hr-change-management>

The way leaders introduce and manage change impacts employee performance and the overall success of the initiative. Below are the top 5 things leaders do to derail change followed by the top 5 things leaders do to drive successful change. Use this information to be a driver, not a derailer.

5 LEADERSHIP BEHAVIORS THAT DERAIL CHANGE



1. THE BLAMER

The training was terrible...the system was not configured correctly...

Key Traits Abandons their responsibility to help solve problems and instead points the finger at everyone else.



2. THE EMOTIONAL ONE

#\$@&%*!@

Key Traits Panics when issues begin piling up, allows their temper to flare, throws in the towel or makes unrealistic demands.



3. THE UNDER ESTIMATOR

One email should be enough to get everyone on board.

Key Traits Wreaks havoc by oversimplifying or underestimating the degree of change or level of work required.



4. THE RECLUSE

I'll be in my office pretending like we're not 2 months behind schedule.

Key Traits Responds to higher levels of ambiguity by procrastinating or "hiding out"—abdicates responsibility for being active and visible during change.



5. THE OVERWHELMED

I really am done. My team and I are completely burned out.

Key Traits Sees project as a seemingly endless workload and becomes overwhelmed—stresses about self and team.

The Takeaway – Many leaders exhibit one or more of these change derailers. Be mindful of any you think might apply to you, and replace unproductive attitudes and behaviors with the drivers listed below.

5 LEADERSHIP BEHAVIORS THAT DRIVE SUCCESSFUL CHANGE



1. THE COMMUNICATOR

I want to share where we are and get your feedback on...

Key Traits Believes regular communication is the key to inspiring, informing and aligning people during change.



2. THE PACE SETTER

Everyone will be fully trained on the new system... starting with me.

Key Traits Ensures their words and actions model the new way of doing things and reflect a positive attitude.



3. THE LETTING GO ENABLER

I know you're worried about replacing the old methodology; let's go through your list of concerns...

Key Traits Understands that change can be accompanied by much emotion and resistance; helps people work through the process.



4. THE PRIORITIZER

There is a lot to do! I'll meet with each of you weekly to help prioritize tasks.

Key Traits Guides team members through the process of incorporating new tasks into existing workload; ensures focus is placed on the right activities.



5. THE CELEBRATOR

Phase 1 is officially done. Lunch is on me.

Key Traits Applauds the good stuff that is happening and finds ways to reward those who are working hard to bring about the change.

The Takeaway – Change leadership is a mindset that can be practiced every day. Use all of these drivers with change initiatives large and small so you can remain helpful, active and visible to your team.

Source: <https://stewartleadership.com/top-5-drivers-derailers-for-successful-change/>