

Change for good



Change is as inevitable as the seasons

Name: _____

Department: _____

Date: _____

Score: / 24

Relevant topics:

- Change
- Leadership
- Overcoming objections
- Influencing skills

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Introduction

Implementing successful change is a leadership issue.

People need to believe in the reasons for change and must want to work differently if they are to embrace it.

Instructions

Read the questions below and indicate your answers by ticking the appropriate boxes. There may, or may not, be more than one correct answer for each question.

One of your team says to you, 'I don't like change'. From the list below choose your response.

- You always reject new ideas, but you'll get used to it
- You don't have to like it, you just have to get on with it
- We all have to make the change, it's not just you
- What is it specifically you don't like about this particular change?
- I don't like the change either, but let's do this together
- Please put your concerns in an email to the department head

Who is best placed to lead change?

- Senior Management Team
- Chief Executive
- Frontline managers
- Human Resources department
- Heads of departments
- External consultants

To lead change successfully which of the following do you need to do?

- Be clear about what the change means exactly
- Show that you believe in the change and why it is necessary
- Explain the need for and/or benefit of the change, so others want to embrace it
- Demonstrate that everyone is impacted fairly
- Live and breathe the change in your own attitude and behaviour
- Involve everyone in the change and explain each person's contribution to it

When communicating a major change, you must:

- Explain exactly how the change affects the work of individuals
- Use slogans to announce the change
- Be explicit about what you want people to do differently
- Communicate a clear vision of what successful change looks like
- Email each employee asking them to back the change
- Advertise the change on your internal portal

[Check your answers here](#)