

Six Competencies of Taking Charge of Change

1. Being a champion of change
2. Understanding the current situation and developing the desire and demand for change
3. Creating the change vision
4. Managing the transition: developing and implementing a change plan and process
5. Reducing resistance to change
6. Designing the future organization and anchoring the change

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| Ones | Ask for help Notice how your reactions can be read as resistance Link all aspects of the change to the vision |
| Twos | Manage your energy and stress levels Develop a more balanced approach to difficult issues Develop the work in such a way that others can execute tasks without your guidance |
| Threes | Allow 35% more time than you anticipate needing Make sure your drive doesn't turn into overdrive When you feel stressed, talk to someone you trust |
| Fours | Make supportive statements to yourself every day Develop effective filters for both positive and negative information about yourself Develop a way to manage your feelings that works for you |
| Fives | Share stories Allow feelings to be shared, including your own Share yourself |
| Sixes | Take reasonable risks Develop realistic and unintimidated relationships with others Learn to perceive resistance as simply another problem to be solved |
| Sevens | Make it your job to keep everyone focused on the 3 most important priorities Learn to say 'no' to new ways of doing things Learn to read resistance accurately |
| Eights | Formulate and articulate your vision Learn the art of timing Remember that small things can produce big results |
| Nines | Learn to express your thoughts, needs and feelings to others Let your anger emerge and surface in its earlier stages Be direct when you enlist the help of others |