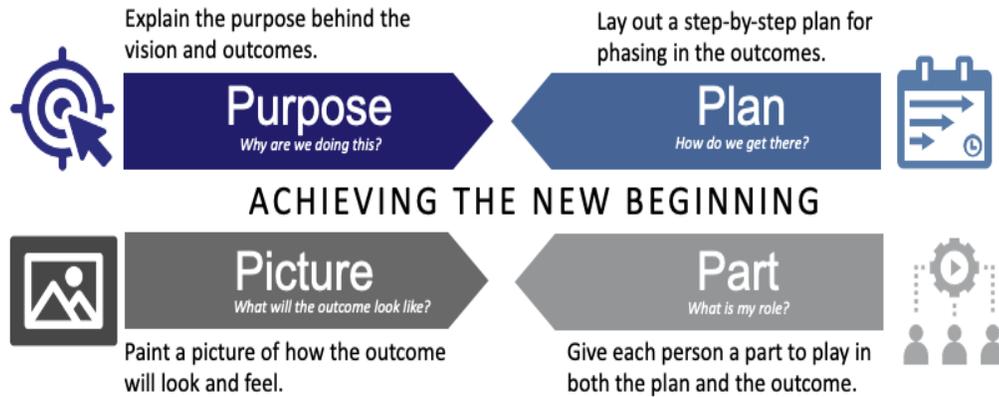


Leading through Change and Transition August 2020

Change - both large and small - is a constant in today's healthcare environment. Leading people to the new beginning requires explaining the purpose of the change, painting a picture of the outcome, laying out a plan and identifying each person's part. Summit leaders considered how the structure of recent changes impacted the transition and how leaders can integrate the 4 Ps to reach the new beginning.



Group Insights 

Consider

- ask a skeptic to be part of the steering committee
- identify the influencers
- identify the informal leaders
- use data and storytelling as paint the picture
- adapt your picture for your audience
- link the 4Ps to your organization's planning culture
- add the 4Ps to your project's executive summary
- use the 4Ps in project planning and post-mortems
- interview key stakeholders to identify barriers
- include the 4Ps in every change plan

PURPOSE PICTURE PLAN PART

The New Beginning

CHANGE + TRANSITION
Framework & Methodology:

 **Kotter's Eight Steps**

1. Establish a sense of urgency
2. Form a powerful guiding coalition
3. Create a vision
4. Communicate the vision
5. Empower others to act on the vision
6. Plan for and create short-term wins
7. Consolidate improvements and produce more change
8. Institutionalize new approaches (Make them habits)

 **Bridges' Phases of Transition**

Ending, Losing, Letting Go
The Neutral Zone
The New Beginning

Recognize those with you on this journey.
No one climbs alone.