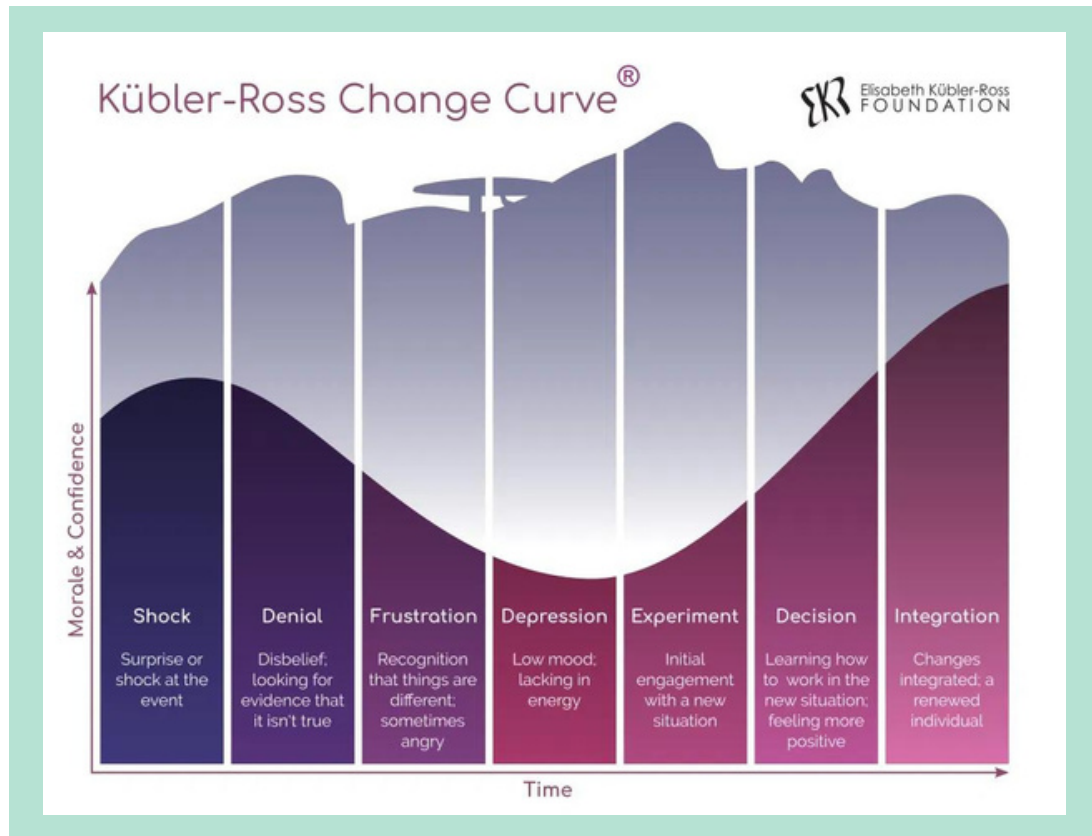


# Change Management Tips for Leaders

There is nothing magical about change management. Change happens all the time. Unless it doesn't.

What you are managing is a group or organization changing from one existing state to another new state. How healthy people are through the change process depends on how intentional you are when leading and equipping people during the change.

Understand the phases of change and that as a leader you are in a different place on the change curve that others in the organization.



## SHARE

- What you can when you can as often as you can
- Your vision for the future
- Why the future looks different
- Why the status quo is not good enough

## ASK

- Seek input from those that are affected by the change
- What people need to be successful
- How people are feeling – provide people with spaces to process feelings
- Early adopters to champion your vision

## EQUIP

- Assess current skills and abilities
- Train to fill any knowledge gaps
- Engage leaders to support people through the transition