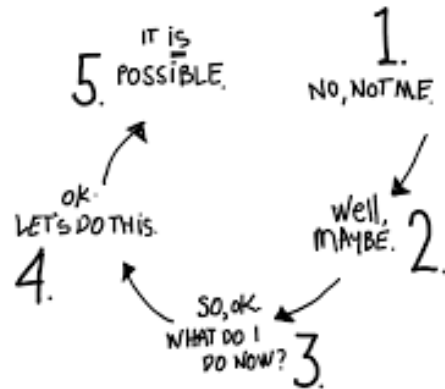


Leading Through Change



Leading Through Change



Our Objectives:

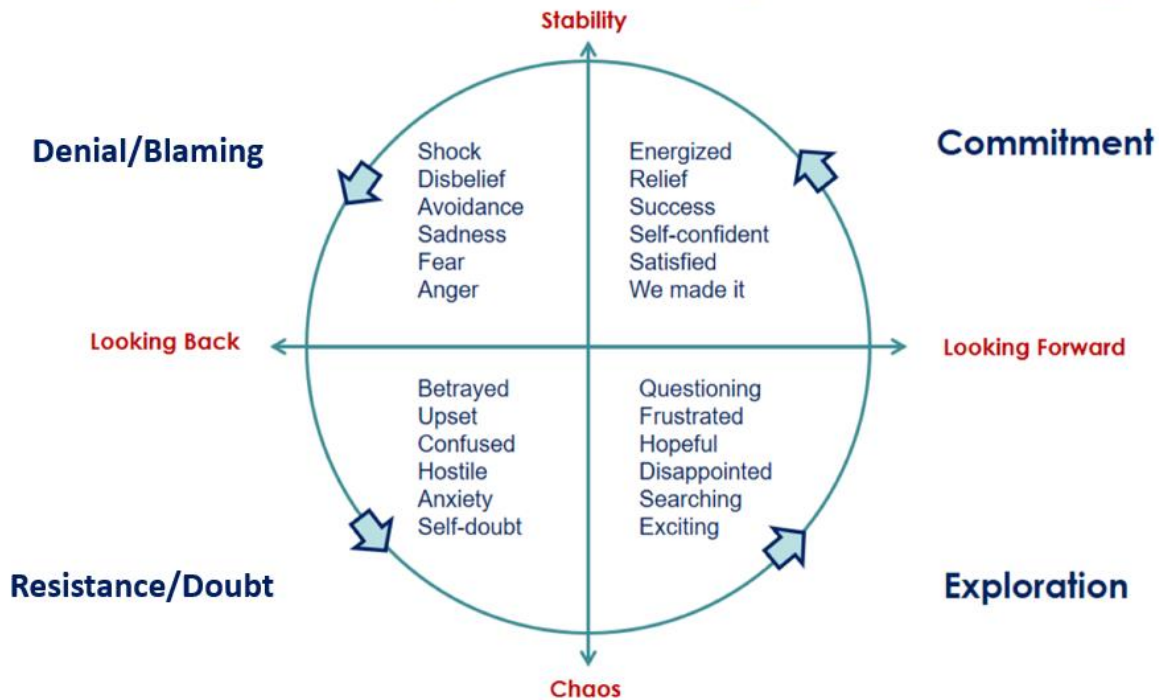
- Recognize and gain understanding of the four phases of change.
- Set the context for leading through change at Rehab Medical.
- Identify strategies for most effectively leading your team through change.

Craft a simile OR metaphor for how you view change.

Change is...

Change is like...

The Journey Through Change



Questions to Discuss:

- Where do you typically start out in the cycle?
- How do emotions come into play for you in the cycle?
- Where do you spend most of your time?
- Where do you WANT to spend most of your time?

Notes:

Switch Change Framework

Use the framework as a guide and list how you will address elements of your change process.

Direct the Rider	Motivate the Elephant	Shape the Path
Find Bright Spots	Find the Feeling	Tweak the Environment
Change is difficult because we don't know what to change to. Replicate Successes.	What emotion should the change elicit? Excitement is usually a good one, but there are others.	Make the path to success smoother instead of blaming people.
<ul style="list-style-type: none"> List successes to replicate 	<ul style="list-style-type: none"> List ideas for creating excitement, or some other positive emotion, around the change. 	<ul style="list-style-type: none"> List ways to tweak the environment
Script Critical Moves	Create a Sense of Progress	Build Habits
	Make the change easier by making smaller goals to achieve or demonstrating how people are already doing part of the change.	Make the change habitual so there is less conflict.
<ul style="list-style-type: none"> List how you will help people move toward change 	<ul style="list-style-type: none"> List how you will shrink the larger change into smaller pieces 	<ul style="list-style-type: none"> List how you will build habits
Point to Destination	Grow Your People Through Identity Alignment	Rally the Herd
Make sure you know what the end goal of change is.	Appeal to an identity that makes people feel strong and competent and show how that change helps them realize that identity.	Make sure everyone is onboard with the change because otherwise, they may follow others.
<ul style="list-style-type: none"> List your destination and how you will point to it 	<ul style="list-style-type: none"> List how you will train and develop people 	<ul style="list-style-type: none"> List how you will rally people around the change