The 5 Steps Needed to Effectively Adopt Change

By Thom Keehan

www.EnterpriseKaizen.com

Adopting change helps to enhance and extend current capabilities, build for the future, and create a cost effective culture.

I have over 30 years experience assisting businesses in quickly gaining acceptance to change. With my proven process, tools, and techniques, I can help your team overcome resistance and move forward. I outline the five steps I use in this ebook and hope you find them helpful.
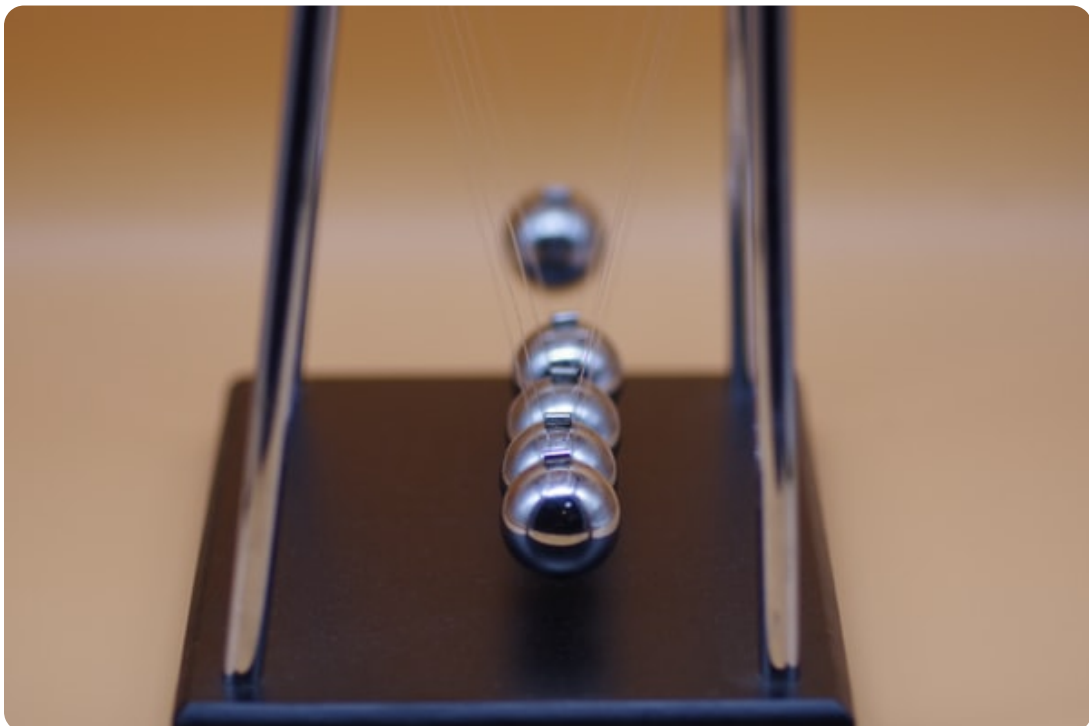
Create a Shared Need

- Determine the "Why" of the change to help people ground themselves with what they are about to embark upon.

- Brings awareness of the current state and the need for change.

- Eliminate the unknown to help address resistance.

- Build momentum for communication, launch, and acceptance.

Shape a Vision

- Answers the question: "Where are we heading?"
- Provides a clear statement about the future and gains genuine commitment.
- The desired outcome for change - this should be customer focused (internal, external or both).
- Provides direction and motivation for change - this paints a picture and is challenging.
- Envisions the improved state and easy to understand.

Mobilize Commitment

- Engage people in making the change.

- Acknowledge that key stakeholder support is *make or break* and build a community of committed team members.

- Identify potential resistance and overcome it.

Make Change Last

- More time is often spent on the launch of an initiative than on its institutionalization. Be prepared for this and refrain from bulldozing through this step. *Pushing the river* is a waste of energy.

- Every change initiative competes for time, resources, and attention. Be patient.

- New behaviors are almost always uncomfortable at the beginning. It's important to make sure new behaviors are supported so that old habits do not resurface.

Monitoring Progress

- Monitoring progress enhances your ability to reward key events and milestones. It's important to celebrate successes!

- Corrective action can only occur if you know you're off track.

- Accurate measuring of the change project provides focus, direction, and momentum.

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Enterprise Kaizen

Let Me Show You How to Help Your Business Adopt Change, Innovate, and Grow

Successful change involves realignment of the way we organize, communicate, measure, train, develop, reward, compensate, and promote other systems within an organization. Become a member of the Enterprise Kaizen community to get my bi-monthly newsletter and learn about training opportunities in adopting change, operational excellence, and strategy deployment.

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