



Change Management

This Session

- Non – Book Stuff
- Winning Experience
 - Environment
 - Practical Tips

Change

- Able to Change is the Key to Success of an organization
- Proactive Vs Reactive
- For Better or Worst

Why Change?????

- Fundamental Issue
- Don't take it for granted
- Needs & Implications
- Stake holders
- Common higher goal
- Chance of Success
- Sustainability

Environment

- Is the Environment “Right”?
 - Needs & Expectation
 - Alignment with Organization
 - Mission, Vision, Strategies, Priorities
 - Timing
 - Places
 - People
 - Leadership
 - Resources
 - Chance of Success

Your Roles

- Why you?
- What is your roles?
- Why do you think people would listen & follow?
- Do you have the capability, trust, credibility?
- How do you relate yourself to the leadership authority, resources and support?
- Accountability?

How?

● The “Buy In”

- Participative, listen, discuss, analyze & explore
- Talk to the right people and in phases
- Potential teammates
- The “Authority”
- Key Stake holders
- Common Stake holders
- **Talk, talk & talk & talk!**

Your Team

- Form your team
- Who are in your team?
- Are there sufficient BUY-IN?
- Are they influential, trust-worthy, reliable, committed, credible, competent, with right capabilities?

Other Key Blocks

- Structure
- Objectives, Plan, Targets, Timelines?
- Resources & Support?
- Information system?
- Monitoring

Highlights

● Risk Assessment

- How could the project fail?
 - Why? Whom? How?
 - Prevention?

● Sustainable Leadership Commitment

- Think about one level higher
- Maintain Interest & attention

● Capabilities

Highlights

- Create environment & readiness
- Participation & consultation
- Collaboration & partners
- Tap on hidden but possible resources
- Incentives & accountability

Highlights

- Clear Roles of your team & stakeholders
- Key steps & milestones
- Follow through
- Communication
- Quick Wins
- Winning Team



Good Luck