



Quick CLIX for CHANGE ◀ No: 1

6 Key Practice Areas for Change Leaders

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Change leaders find many ways to bundle up the different elements of leading change and apply them to different change initiatives. It helps if you do some thinking about the kinds of things change can cover beforehand. This will help guide your work and enable you to inform and lead others in the journey.

➔ **Here's a list of 6 key practice areas for enabling change.** They inter-connect – changes in one flow through to all the others...

1. FACILITATING CHANGE: is a role for both change leaders and teams. It involves being capable of leading team activities, adopting a facilitation role to lead change teams and shifting from mental models of 'managing', 'organising' or 'controlling' to being facilitators & direction-setters.

2. LEVERAGING CULTURE: Very little changes unless the culture it's happening in gets addressed - the habits, assumptions and shared mental models carried by yourself and others. This involves sensing the current culture, assessing how supportive or not this is for change outcomes you envisage and learning to leverage and work with the culture to get these change results.

3. PARTICIPATIVE CHANGE PRACTICES: promote involvement in and responsibility for managing change processes. Our bias for participation is based on observation and experience that if you involve others in jointly determining what and how to change, it is more likely to be successful than imposed change. This involves working out ways to involve people – both participation inside your change team or target group and with stakeholders outside it.

4. BUILDING CHANGE CAPABILITY: What capacities do we need to build in order to change successfully? This includes individual skills, tools and disciplines you and your change team needs to develop change enabling capacity and the resources needed to support change – tangible and 'in'. It also involves building longer term change capability by embedding good practices in the work/learning habits of people impacted by changes

5. MONITORING CHANGE: This involves developing ways to tell whether real change and improvement has taken place; identifying indicators and processes to evaluate whether our change actions and processes have made a real difference and get back on-track if changes aren't working

6. SYSTEMS REDESIGN: When things change, old work systems, processes and procedures need to change too. A great block to change is not doing something about systems and structure that are not in line with the change. All change leaders need to learn how to be systems redesigners.

? **What are the major "learning for change" arenas you feel you need to prepare for most to handle the change challenges in your organisation?**



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