

LEADERSHIP LEVERS FOR LEADING CHANGE

AIM Changing Moves to lead during uncertain times.

If you have to guess, you can't address

1. Engage in curiosity conversations

During turbulent times people need to feel heard. Talk to people to understand, inform, hear, coach and help them choose a good path forward. And uncover the rumors to then address them.

Shuffle the space to bring people face-to-face

2. Collaborate and build community

Find opportunities to collaborate - in-person or virtually - people want to feel connected. People may withdraw in uncertain times, thus the increased need to build connections.

While some have run the races, others are still doing up their laces

3. Create competence

Change is a marathon. People learn and transition at different paces. Provide lots of opportunities for learning and contributions to build confidence and competence in new roles.

Raise the bar when you need people to go far

4. Role model consistent (new) behavior

Lead by example. People generally rise to the expectations set for them. Consistently demonstrate new, desired behaviors and others will follow suit.

If the answers are all your own, you'll be leading the change alone

5. Have courage to stop, start, or continue

Just adding more to people's roles won't drive change. Your teams have different perspectives and lots of ideas - ask for and act on their ideas about what to stop, start, or continue, thereby building commitment to change, not just compliance.

Bring others into the 'fight' to do change right

6. Develop a network of champions

Super-users, experts, coaches - build a team of believers and promoters to drive change. The key is for everyone to know where to find the people who can help them. See '[5 Steps to Build the Best Change Champion Network](#)' for ideas.

To get people aligned, make info easy to find

7. Coordinate your asks and messaging

Define your key messages, communicate often, and post information in the same location every time. People will find information when it's relevant to them, so they need to know where to go when they are ready to know more.

We're here to help, whether you need a quick consultation, change management support, or a training program for your team.

Let's connect: takingaimjen@gmail.com

www.actionimpactmovement.com



Action Impact Movement
Coaching. Facilitation. Leading Change.

