

Questions to ask yourself when Leading Change

Leading change becomes much more manageable when you are fully prepared. By reflecting on these key questions, drawn from years of experience and research, you can set yourself on the path to successful change leadership:

Taking Ownership

1. What worries me personally about this change, and how do I plan to address them?
2. How can I demonstrate my commitment to this change?

Building Change Capability

3. What tools, skills, and support do I and my team need to lead this change effectively? (Minimising resistance and maximising benefits)

Creating Purpose

4. What is our compelling Vision for this change?
5. How does this change fit into our overall strategy and goals? Why is it necessary?

Putting yourself in other People's Shoes

6. What are the underlying reasons for potential resistance to this change?
7. What are people likely to keep, lose, and gain because of this change?

Sharing Ownership

8. How can we get managers motivated and empowered to lead this change?
9. What lessons can we draw from previous changes, both good and bad?
10. How can we make people feel like active participants in the change process?
11. How can we help people the mindset they need for the future?

Engaging and Empowering

12. How can we involve key stakeholders to actively participate in shaping the future?
13. How can we create open dialogue and build consensus?
14. Who can we engage to rally others around this change?
15. How can we leverage early adopters to spread the word?
16. How can we communicate progress and improvements transparently?
17. How do we engage external stakeholders in the change process?

Letting Go of the Past

18. What will people gain, lose, and keep because of this change?
19. What cultural norms and habits do we need to let go of?
20. What aspects of the past should we carry forward?
21. How can we help people break old habits and embrace new ones?
22. How does the change align to our Mission and Values?
23. What ceremonies and symbolic acts can help us let go of the past?

Locking in Change

24. What skills and behaviours do people need to succeed?
25. How can we keep people motivated to push through challenges post go-live?
26. How do we motivate and empower people to solve 'teething problems' for themselves?
27. How can we recognise and celebrate early successes?
28. How can we use this change to foster a more agile culture?

Learn more about how to answer these questions:

www.5forcesofchange.com