

Leading Organizational Change



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Please finish this quote...

Change done **to** us is...

Change done **by** us is...

Discussion

A colleague has just been asked to lead a major initiative.

She has turned to you for advice.

Take 15 minutes to discuss in your group.

Share your experiences and distill into a change lesson.

“In my experience ... “ + tell a story

Change is Hard

Research indicates that ...

Over **two-thirds (>66%)** of major change initiatives fail to realize their intended gains.

Yet, most unsuccessful changes evaluated (**>95%**) had good solutions.

So what differentiates success from failure?

Personal **commitment** to the change.

Personal Change Precedes Organizational Change... ALWAYS!!

Individuals will struggle to align with organizational changes until they personally connected to the “NEW.”

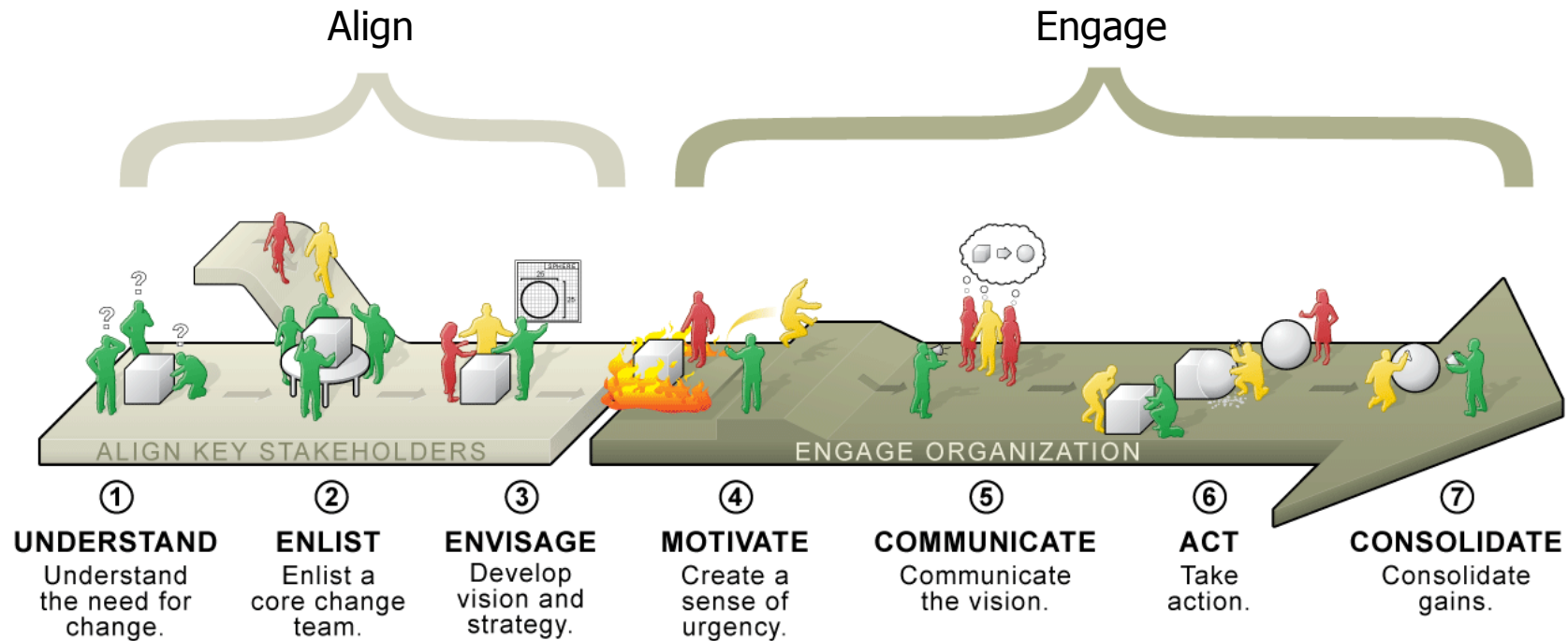
QUESTIONS:

How can we encourage personal connection and commitment to organizational changes?

What moves you to want to do the hard work of change?

Change at Organizational Level

Build commitment with stakeholders with a two phase, seven step approach.



Motivation: What Really Works

The traditional view of motivation is extrinsic.



Today, the number one work motivator is emotion, not money.*

3 Drivers of Motivation: **

- **Mastery** – the desire to get better at stuff
- **Autonomy** – the desire to direct our own lives
- **Purpose** – the feeling we can make a difference

Communicating the Vision and Strategy

Vision: Behaviors-Based

Vision: Simple, Clear

Strategy: Exactly how to get from here to there (new vision)

Strategy: Five minutes or less, leaves no questions