

Implementing Change Effectively

GoSkills online course syllabus

Skill level

Beginner

Lessons

19

Pre-requisites

No prior experience needed

Video duration

58m

Estimated study time

58m 36s

Instructor

Eric Zackrison, PhD

Introduction

1 Great leaders lead change

Sometimes, Things Change

2 Evolution vs. revolution

Change is an ever present aspect of organizational life.

3 4 types of change

There are 4 ways that you can make change. After watching this lesson, you'll be able to selectively use the right tool to create appropriate change.

4 What you can change

Changes can come from a variety of sources.

5 When you should (and shouldn't) change

Change for change's sake is a recipe for disaster.

6 Everyone has a role to play

Everyone has a role when it comes to change-ups.

Steps to Effective Change

7 Assess and identify gaps

Without a clear understanding of where you are and where you want to be, it's impossible to effectively plan change.

8 Identify your stakeholders

Stakeholders can make new initiatives succeed or fail.

9 Build a coalition

To properly initiate change, it is vital to build both a coalition and a sense of urgency around the change.

10 Build the plan

Communication is where many change initiatives go wrong.

11 Communicate just enough

There is a perfect level of communication (not too much, not too little).

12 Implementation and learning

A sense of positive change hinges proper implementation that allows for learning.

13 Assessing success and building culture

If you want change to last, you have to be able to integrate the change into your organizational culture.

Reactions to Change and Overcoming Them

14 Stages of reactions

There are common stages people go through when faced with change.

15 Acceptance or Ambivalence to change

The most common responses you can expect are acceptance or ambivalence.

16 Denying change

Some employees deny that change is going to happen at all.

17 Resisting change

Some employees will try to resist change.

18 Overcoming active or passive resistance

Some people will actively work against change. After watching this video you will be prepared to counter active resistance to change.

Conclusion

19

Make your next change be lasting change

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