

Leadership principles for effective change

[Business](#), [Leadership](#)



“ Change only happens when each person makes a decision to implement the change.” It is very easy to talk about dreams and talk about plans. But without the commitment to follow through and implement what needs to be done, such talk is merely wishful thinking. Every person involved in the process should implement change because everyone involved should do his part. Otherwise, the change will be incomplete.

In order to manage change, the tasks that each person needs to do should be written down for implementation and monitoring. This may seem difficult and out of culture but it can do a lot in making people accountable and willing to implement the changes discussed by the organization.

“ A clearly defined vision of the end result enables all the people to define the most efficient path for accomplishing the results.” A vision is a powerful thing. It helps refine and enhance the direction of the organization. When a vision is clearly stated and understood by the members of the organization, they can formulate their strategies and align their activities toward the vision of the organization.

Out of the vision, the strategies of the organization can be formulated. Some strategies, however, may appear not to support the end result as stated in the vision. To ensure that the strategies are aligned with the vision, an organization needs to promote its vision and its mission to its employees and to its management team. During the sessions of strategic planning, the vision should be inculcated into the minds and practices of the organization so that the strategies formulated support the fulfillment of the vision. With a clearly defined vision, the people know what they are working for. When they

know what they are working for, they can search for the best approach there is.

Select the two principles you believe are the most important to follow when managing change and describe why you feel these are essential.

Describe some specific techniques that can be used to manage change in an organization. Explain how these techniques are consistent with the principles you selected.

1. Thought processes and relationship dynamics are fundamental if change is to be successful.
2. Change only happens when each person makes a decision to implement the change.
3. People fear change it " happens" to them.
4. Given the freedom to do so, people will build quality into their work as a matter of personal pride.
5. Traditional organizational systems treat people like children and expect them to act like adults.
- 6." Truth" is more important during periods of change and uncertainty than " good news."
7. Trust is earned by those who demonstrate consistent behavior and clearly defined values.

8. People who work are capable of doing much more than they are doing.
9. The intrinsic rewards of a project are often more important than the material rewards and recognition.
10. A clearly defined vision of the end result enables all the people to define the most efficient path for accomplishing the results.
11. The more input people have into defining the changes that will affect their work, the more they will take ownership for the results.
12. To change the individual, change the system.