

Making change happen

#01

What do I need to be aware of?

There may be multiple elements that are holding you back from seeing the change that you're looking for.

Creating clarity about which these are, and the impact they're having, is crucial to making a plan.

#02

What is most important to get right?

Getting clear on the change you're looking to create. The more specific, objective and measurable this is, the greater chance you give to all the other elements of the model.

#03

How should I start this?

Focus on the desired future state. Work back from there and be ruthless with yourself. If you can't immediately capture clear answers to each of these elements concisely, there's work to be done.

#04

Where can it be hardest to get clarity and what should I do?

Creating a vision that's not only clear but also shared, is crucial. Getting alignment on this can be timely – be patient and understanding. Often you'll need to create opportunities to disagree and decide.

#05

How do I bring other people into this?

You'll need to think about two types of people: Implementers, who will be helping to activate the change and Influencers, who will be one step removed but still crucial to the success. You'll need to engage both parties.

#06

Where is it common to get stuck?

It's easy to neglect the long term commitment to change. Ensuring you have a prioritised means of momentum is key to moving through the early excitement and into lasting change.

#07

How do I judge if this is successful?

Not only will you deliver the change, but you'll also not run into any of the byproducts of missing elements. If you're still experiencing division, for example, then you've probably still got work to do.

#08

If I want to learn more, where should I look?

There are lots to read on change management. HBR's 10 Must Reads on Change Management and Atomic Habits by James Clear, are both brilliant reads for creating personal change.



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