#wereportwork #teambuilding

# MANAGER'S HACKS

# Change Management Resources

# ☐ Change Management

Change Management, a.k.a. the art of herding cats while juggling flaming torches, is the business world's answer to "How do we shake things up without causing a riot?" Imagine you're at a party where everyone's comfortably settled into their favorite spots. Then you decide to switch off the current pop playlist for a mix of polka and heavy metal. Reactions? Priceless. But here's where Change Management steps in, armed with a smile and a plan, saying, "Let's dance, but maybe not in the fire."

It's basically convincing a group of people who are set in their ways that the unknown is not only necessary but could actually be fun. You'll need a blend of charm, strategy, and the patience of a saint. Think of it as trying to persuade a cat to take a bath – daunting but not impossible with the right approach.

# ☐ Top 5 Change Management Frameworks

Change Management frameworks are like maps for navigating the tricky terrain of organizational change. Here are five top ones, sans the humor:
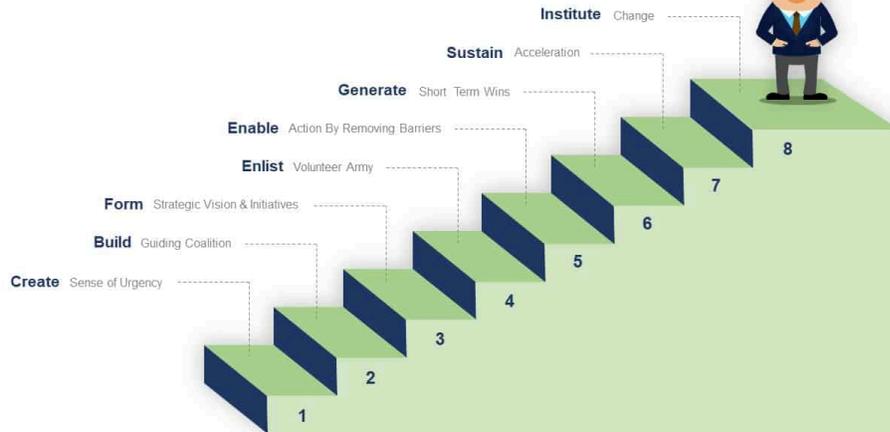
**Kotter's 8-Step Change Model:**

Business Model
## KOTTER'S 8 STEP CHANGE MODEL

Institute Change
Sustain Acceleration
Generate Short Term Wins
Enable Action By Removing Barriers
Enlist Volunteer Army
Form Strategic Vision & Initiatives
Build Guiding Coalition
Create Sense of Urgency

Think of this as the classic road trip route for change. John Kotter introduced it to help organizations transition smoothly. It starts with creating a sense of urgency, forming a powerful coalition, and ends with anchoring the changes into the corporate culture. It's thorough, ensuring you don't miss a turn.

**Lewin's Change Management Model:**



## Lewin's model

**Unfreeze**
Being by preparing for the change.

**Change**
Implement the change.
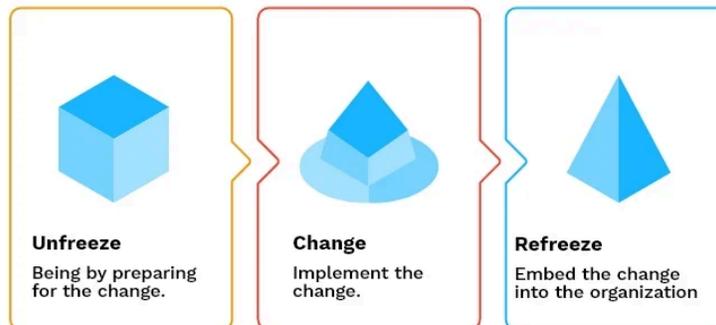
**Refreeze**
Embed the change into the organization

This one's a bit like a simple three-step dance move – Unfreeze, Change, Refreeze. Kurt Lewin's model suggests you need to thaw out old habits (unfreeze), move to the new beat (change), and then solidify the new routine (refreeze). It's straightforward and easy to follow.

**ADKAR Model:**

**ADKAR Change Management Model**

## A D K A R

| Awareness | Desire | Knowledge | Ability | Reinforcement |
|---|---|---|---|---|
| **Announce** change early to employees in a considered and deliberate way.<br><br>**Explain** the reasons behind the change, pain points and expected ROI. Make it relevant to them.<br><br>**Give** everyone a chance to feedback, ask questions and suggest ideas. | **Gauge** the reaction and appetite to change - and do something with the data.<br><br>**Choose** champions and advocates who will help you drive it.<br><br>**Address** concerns and resistance and show willing to listen and make change because. | **Provide** adequate, relevant and engaging training.<br><br>**Fill** skill gaps and areas of concern. Make it relevant, useful and aligned to workload.<br><br>**Provide** resources, information and tools to help put the change into action. | **Run** practice sessions and runthroughs to test with teams and iron out issues.<br><br>**Set** achievable and realistic goals and stagger them through the change.<br><br>**Adjust** process and systems accordingly to fit with the change. | **Monitor** change at a macro, team and micro level with effective feedback loops.<br><br>**Reward** engagement in the process with incentives and recognition.<br><br>**Keep** channels of communication open and share successes and challenges openly. |

ENABLEMENT ZONE

ENGAGEMENT ZONE

More tools, guides and support at mutomorro.com, change for good.

ADKAR stands for Awareness, Desire, Knowledge, Ability, and Reinforcement. Picture it as building a LEGO set of change, where each block is crucial to the final masterpiece. It focuses on individuals

**We Report Work**
the easiest way to report work

rather than the organization as a whole, ensuring everyone's on board and ready to play their part.
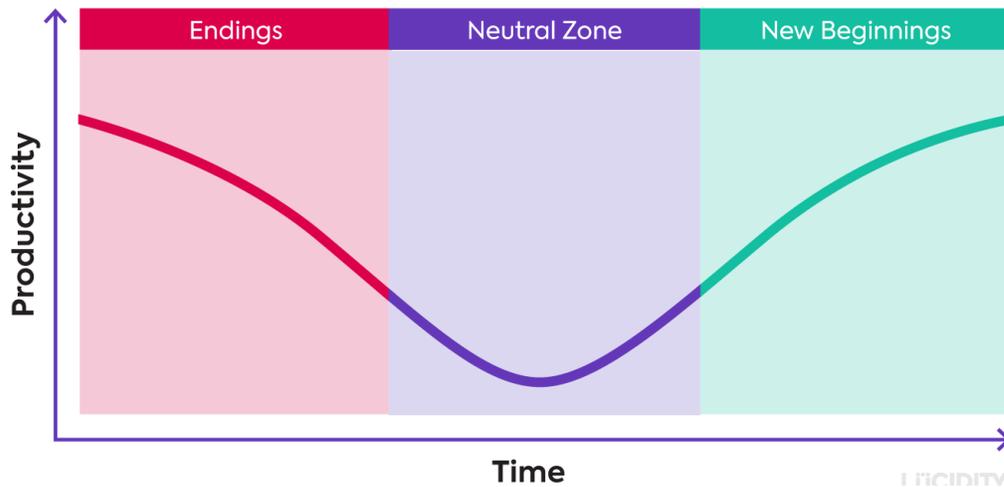
**McKinsey 7-S Model:**
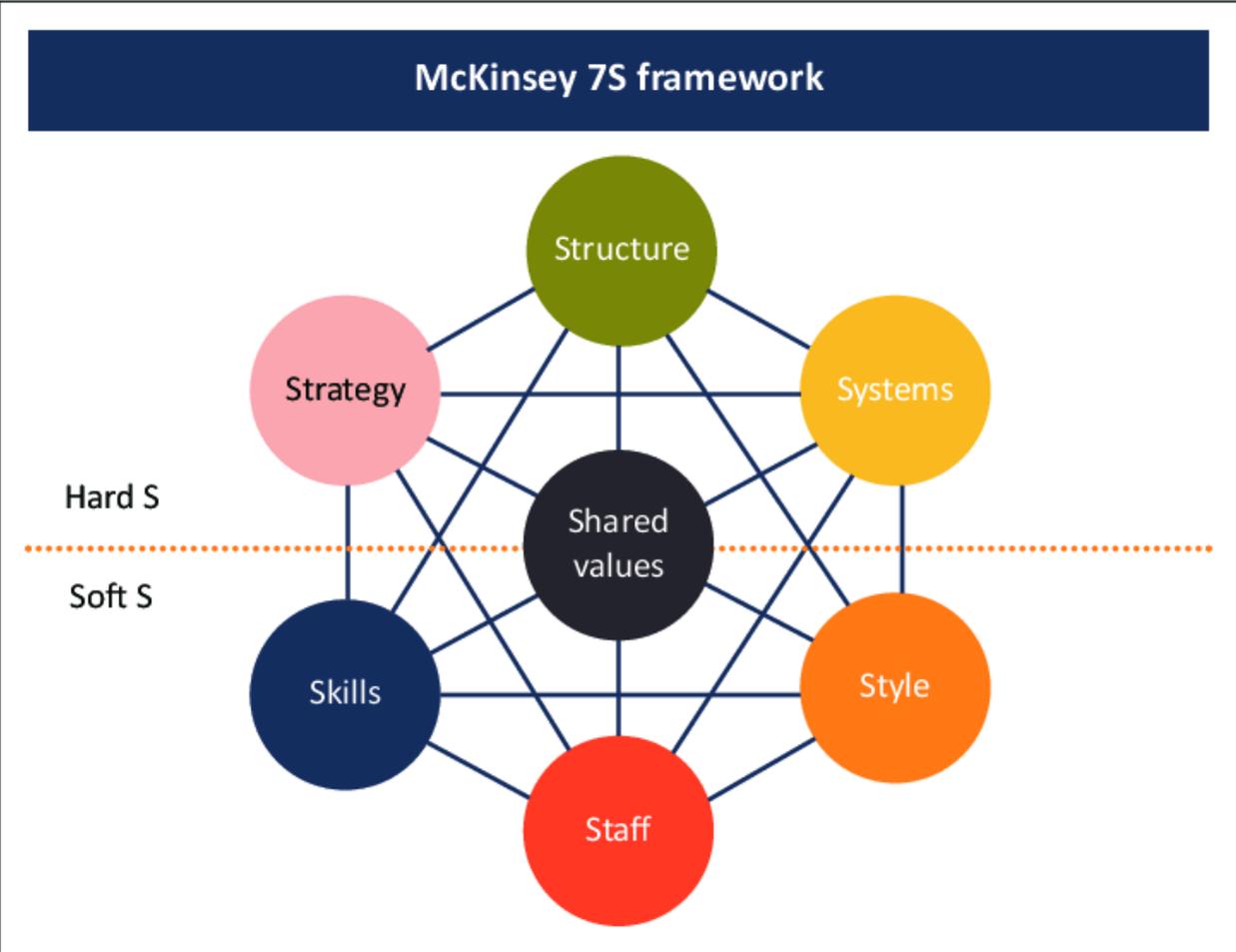


Imagine trying to solve a Rubik's Cube where each color represents an element of your organization (Strategy, Structure, Systems, Shared Values, Skills, Style, and Staff). The McKinsey model emphasizes that all these elements need to align for effective change. It's complex but comprehensive.

**The Bridges Transition Model:**

## Bridges Transition Model



William Bridges focuses on the emotional journey of change rather than the process itself. It's about guiding people through three phases: Ending, Losing, and Letting Go; the Neutral Zone; and the New Beginning. Think of it as the emotional support system for navigating change, ensuring no one's left behind.

In the dynamic landscape of organizational change, these frameworks serve as your compass, guiding you through uncharted territories with confidence. Whether you're a seasoned navigator or setting sail on your first change management voyage, understanding and applying these models can transform tumultuous transitions into smooth sailings. Remember, the journey of change is not just about

reaching the destination but about growing stronger and more resilient as a team. So, pick your map, rally your crew, and embark on an adventure of transformation. With the right framework in hand, you're not just surviving change; you're thriving through it.

Streamline your work reporting with,

#wereportwork #ai #aiforgood

# WE REPORT WORK

If you like our content, spare your 2-Min to explore how We Report Work solves issues of **"Not getting timely updates"** and **"Countless Wasted hours on Reporting"** using tech magic.

.



Try We Report Work's Free Forever Plan.

We're always up for a coffee chat. Reach out on **hello@wereport.work**

**We Report Work**
the easiest way to report work