

Leadership Challenge

Topic of the Month:

Change Management

May 2018



[Change Management](#)

By: Paul Levy

Video: 4 minutes

To make sense in a strategic plan: 1) get outside points of view; 2) allow space for the conversations to take place; 3) state your beliefs in the plan and the strategy based on those beliefs, then ask; 4) Do we still believe that? What happens if we're wrong?



[Change Management: Deal with Cynics](#)

By: Maren Showkeir

Video: 2 minutes

Cynics can slow down or stop change initiatives. To deal with cynics start a new conversation. 1) Reflect on what the cynic is saying, 2) agree with their feelings, and 3) state your own commitment. Then let it go.



[Keeping Momentum Going During Time of Change](#)

By: Paul Levy

Video: 3 minutes

Change can be made into an ongoing process that constantly improves your organization.



[Visioning the Future](#)

By: Tom Catania

Video: 3 minutes

Think of the organization as it is going to be, not as it is. For example, it was thought that customers would not pay extra for energy efficiency. That assumption was proved false over time.



[Making Change Stick](#)

By: Dan Cable

Video: 3 minutes

Changes often don't stick because of the lack of harmony between logic and emotion, which compete for dominance.