

The image features a dark red background with a repeating pattern of white line-art mechanical components, including gears, levers, and springs. The Southco logo, consisting of the word "southco" in a lowercase sans-serif font with a registered trademark symbol (®), is centered in white.

southco®

Creating first impressions that last.

Leading through Uncertainty

A couple of thoughts on Change

Change Management

- Change management is a concern for managers
 - When processes, systems or behaviours need to change to deliver goals or strategy
 - When external change forces a reaction to manage the new conditions
- We are very much in the second category. Obviously.
- So follows a couple of thoughts that can help you lead your teams through the change we continue to experience...

Reframing Change (Bolman & Deal)

Change Impact

Change affects an individual's ability to feel effective, valued and in control

Change can cause a loss of meaning for people

Change disrupts existing roles and working relationships, producing uncertainty

Change creates conflict between winners & losers

Leadership Action

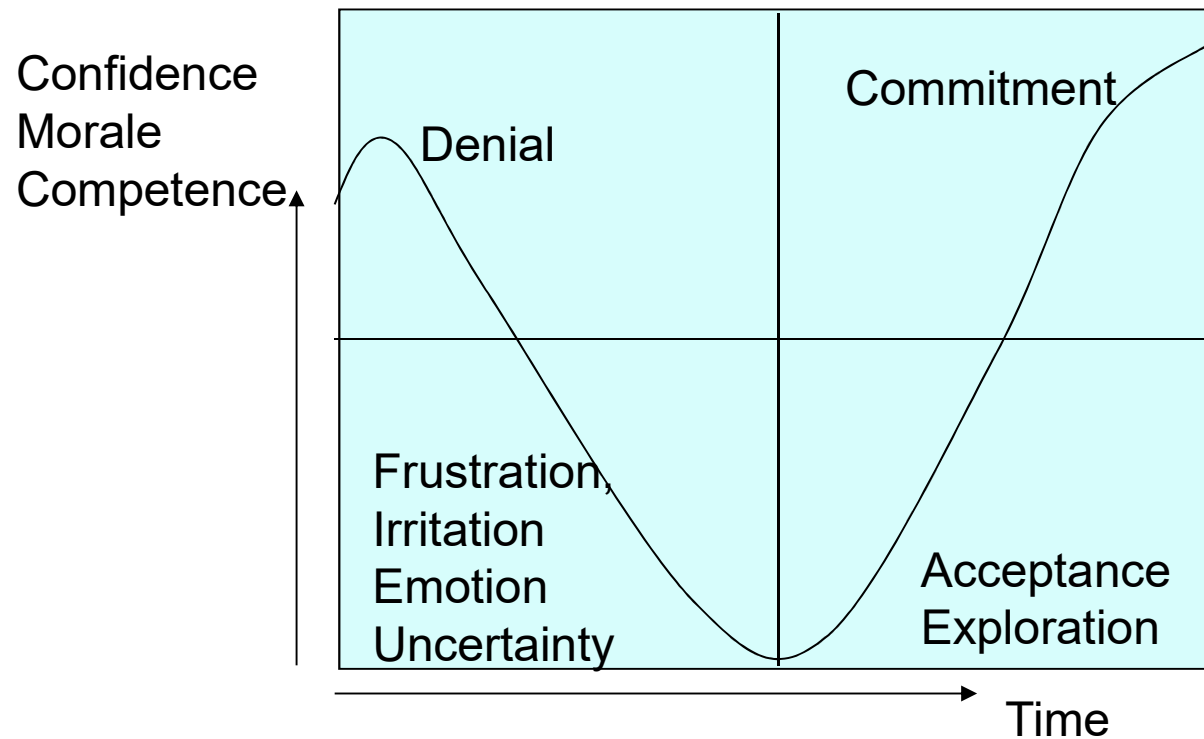
High communication, positive and constructive feedback, participation in decision making, support in new working ways and skills are needed

Recognise, acknowledge the change (including loss of things valued), offer a positive vision of future state and opportunities

Structures, rituals (meetings, rewards etc) need to be designed to support the new situation

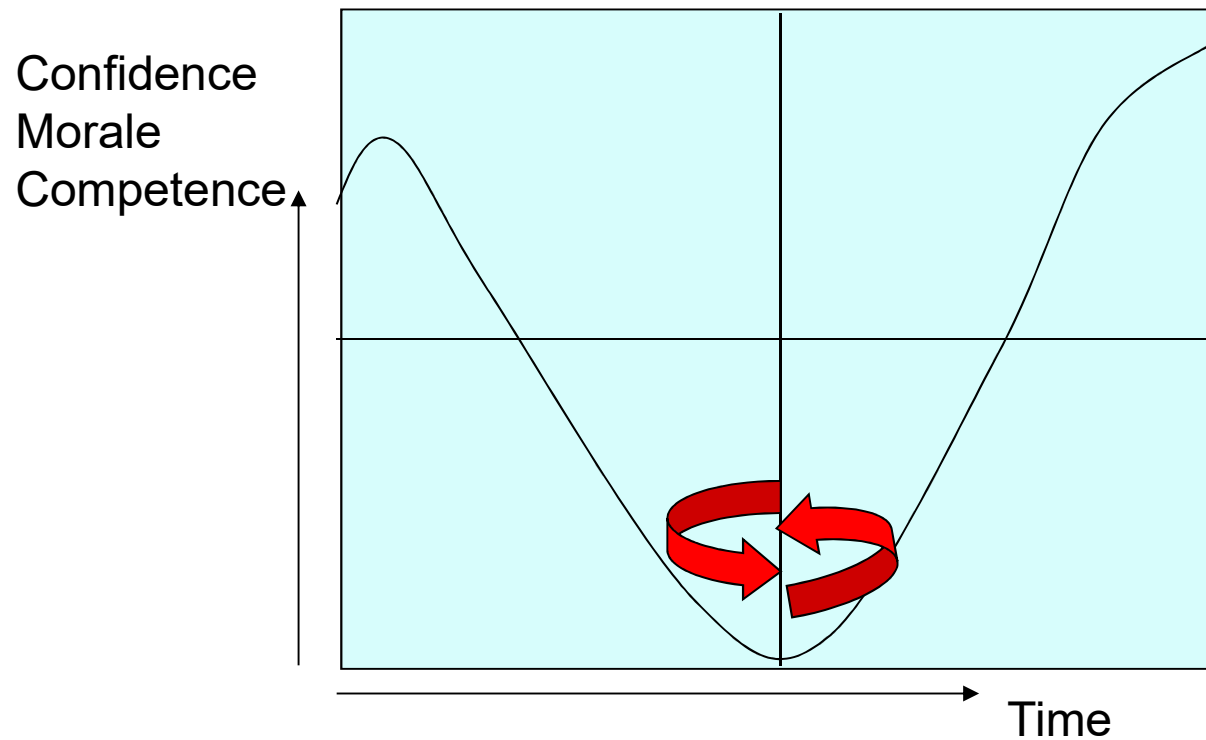
Need to address perceptions of unfairness, negotiate and align

Transition Curve



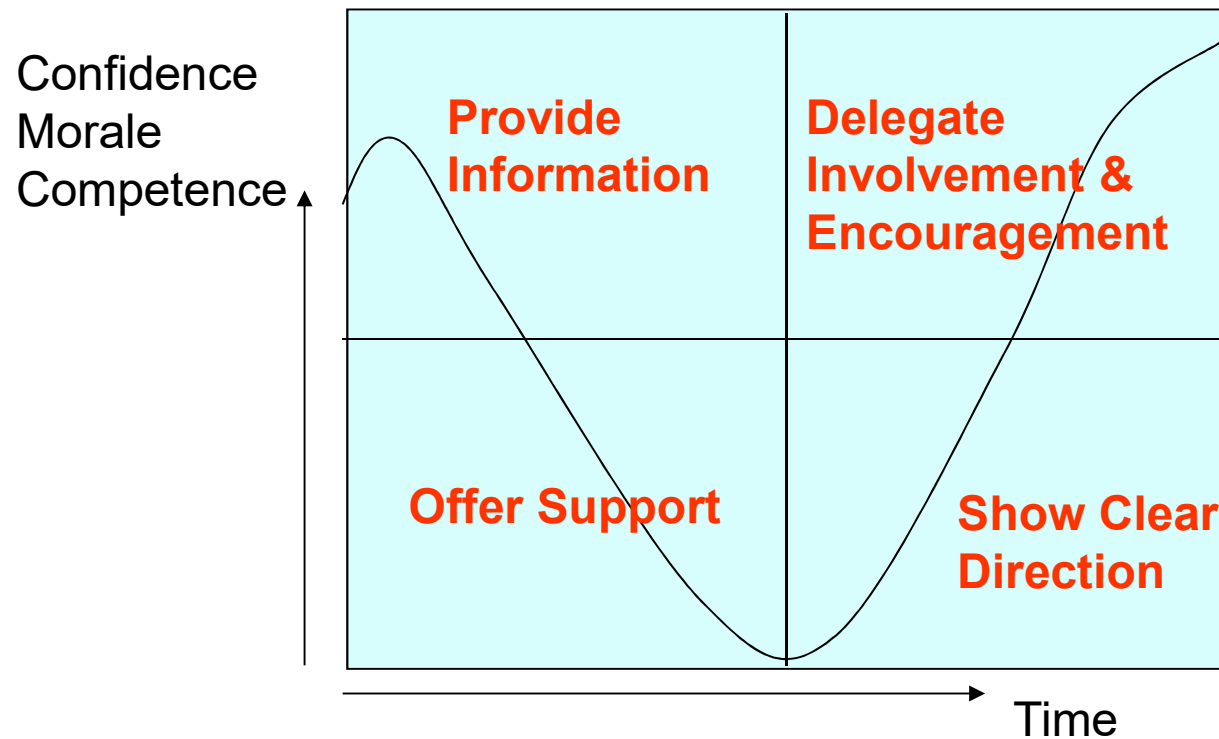
This curve shows a typical response to change over time. Change includes a dip in performance due to the re-orientation process involved...

Transition Curve



A key task of leaders is to support individuals through change and avoid them getting 'stuck' in the dip stage...

Transition Curve



The regular communication and support of a manager can make the change process developmental, creating higher ultimate performance and limiting the negative reaction to change.

Additional Resources

- <https://www.inc.com/eric-morgan/5-tips-for-effectively-managing-change.html>