

Leadership Tool: 3 Conditions That Support Change



Minimize resistance to change, foster agility and accelerate engagement and ownership of necessary change by:

- build PARTICIPANTS' CONFIDENCE- ensure they feel good about themselves;
- the process includes PARTICIPANTS' IDEAS;
- the process includes PARTICIPANTS' MOTIVATIONS.

3 Conditions That Support Change



Description:

Whether expected or not, change happens. How we engage with it is what matters. Most of us naturally resist change, but over time, we comply and eventually own the change as it becomes the new norm. Fostering the 3 Conditions minimizes costly resistance, accelerates ownership, and promotes agility.

Application:

- a. **Confidence:** Invest in building your people's confidence every day by valuing them, keeping them informed and empowering them.
- b. **Ideas:** When introducing change, share plenty of information, answers all questions and solicit ideas on how to implement the change.
- c. **Motivation:** Ask your people, "*What's in it for you?*" The process must include participant's motivations for them to quickly accept and own the change.

Tips:

- a. It's important that people feel good about themselves, not necessarily feel good about the change. Trust them with information and provide affirmative feedback.
- b. The act of soliciting ideas from people experiencing the change minimizes fears and anxiety. Not every idea can be used, but it's the act of engagement that matters.
- c. Resistance to change is minimized when participants can express what's at stake for them and/or why they are willing to move through the change with grace.