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spends too much effort toward the change management process. Kotter 8-step variant variant model model Assume that the information and analysis after approval of management is sufficient to change behavior. It's not! While these may be necessary organizational steps, they are not necessary today. Getting approval from your boss and presenting new ideas to companies that aren't interested rarely leads to consensus and inevitably leads to resistance. For example, complacency, fixation, self-protection, deviation, pessimism and inhibition. The work of changing has not been smooth. Maintaining the urgency of change Change leaders require a sense of urgency about the task at the head of the opposition and bring the right teams together to transform change, rather than pushing the project to the throats of operations managers. The change is due to a number of potential crises: customer error, rising costs, budget cuts, benefits for competitors, and so on. The analysis has the effect of applying the brakes. But the crisis must be solved. Eliminating problems gives people a platform to talk about what needs to change. The core of the change shows that we need to break with tradition and start using compelling, compelling situations to see problems and solutions. Honest facts and dramatic evidence - testimony from clients and stakeholders - show that change is necessary. Seeing new things without the usual negative reactions and resistance can put people on a deeper emotional level. Building a coaching team creates a sense of urgency that helps bring the right people together. Get the right people in place to get the right team, commitment and confidence to get the job done. That's what step 2 is all about. And it's about dealing with problems that have traditionally been avoided. It means acting emotionally honestly and openly, speaking out, connected to the feelings of others, without fear of retribution. For example, what would you do if management didn't even admit that there was a problem? Chances are you will get around the issue and continue to build a culture of distrust. But organizational policy does not necessarily lead to avoidance and dumping. Before you start building a coaching team - with the right skills, leadership and credibility - someone needs to convince people that something needs to happen. In other words, face this problem. This seems counterintuitive. However, there will be no successful change unless there is an open and honest dialogue. Thus, there is a period of conflict that can bring the best (and worst) people, as change leaders will almost certainly emerge; People who feel very urgent are pulling people together and identifying the coaching team. Unfortunately, this does not happen very often. Senior management typically approves changes to the project and transfers the responsibility to the chief executive, who then forms a pseudo-project team or workgroup to manage the work. There are very few of these effective structures. They consist of errors and often have complex and inopen steering arrangements. governance schemes. In the heart of change, John Kotter and Dan Cohen use Roland de Vries' good stories to illustrate how to overcome difficult team work problems with courage and faith. Only in this way can the coaching team clearly guide the direction. Get the right vision What is our vision for the future? What needs to change? What must we do to achieve our vision? Good answers to these questions will help organizations are more likely to achieve the future they want. But so many people don't create a vision or a sense of direction for change. We're back to most of the business case, and the plans and budgets hardly show the future. If you want to create a future, make it more likely that we need to remember that by creating compelling, compelling situations, others are more likely to see problems and solutions. Creating a vision that can be communicated in minutes will enable people to act more efficiently than a detailed analysis. However, transformational change is difficult - it is an adventure for the unknown - and must be done correctly. We need to take an unethical approach to avoid overanalysis, economic visual exercises. Instead, develop a vision that moves people and pays attention to the speed with which you introduce change. Get ready this way: first prepare a vision that takes you to the end, secondly, develop a strategy to show you how to achieve your vision, the next step plan to implement your strategy, and finally budget to make sure you can afford your plan. To participate in and enable the organization Kotter's 8-step change model is to show people the truth that influences how they feel. We have seen how a sense of urgency can motivate people to take action and help us put together a coaching team that can continue to prepare a clear and simple vision for the future. The next step is to communicate the vision and strategy. Communication purchase transformational projects often generate a lot of information. Unfortunately, information about organizational change is often lost, and people cannot understand why change is needed. They did not accept the idea and began to resist our efforts; We created the wrong emotional response. The contract talks a lot, and Kurt and Cohen use stories to illustrate how the purchase of communications works. In addition, we understand what doesn't work: We need to keep communication simple and focused, and most importantly, understand emotions before communicating information and addressing people's anxiety, distrust or anger. Finally, we need to clean up our communication channels so that important information is highly visible and understood. One of the biggest obstacles to empowerment action, or rather, the elimination of barrier change, is the loss of power to leaders. People often get information about change and want to do something about it. But there is nothing they can because their boss is an impossible obstacle. What do we do? Another reason for devolon is organization; Its structure, policies and processes. These can bind the hands of those who want to realize their vision. Vision. - Especially in cultures accustomed to incremental or unsuccessful change - leads to the biggest obstacle to all: the mind. The inability of people is programmed to learn what they can and cannot achieve. They internalize a belief that they cannot achieve change; Their feelings hindered them. Therefore, we must seize these obstacles! As with all aspects of Kotter's eight-step change model, the answer is to show people why change is needed. Empowered bosses should get new jobs or roles that make it clear that they need to change. Build optimism and confidence with employee-inspired stories. Recognize and reward achievements. Use feedback to help people make better decisions (read stories and make movies in factories). and use people with experience of change because they increase self-esteem. However, make sure they are credible and convey success stories. Otherwise, consultants will be overlooked and new employees will be oppressed by the organization's culture. Creating short-term victories Major organizational changes require motivation, a sense of achievement and optimism. Therefore, it is important to achieve results quickly. .... It's all at once and you'll risk completing the task quickly. People want to know where you're leading them - and whether you've taken the right approach. Short-term victories have four important goals: We must avoid starting too many projects at the same time, as this will eventually cause chaos and is unlikely to yield early victories. Instead, look for affordable fruit - short-term victories that can be achieved cheaply and easily - and make these results as visible as possible. Somewhere in the wave of change, you need to attack solid islands and tough policies, or you will not be able to build a twenty-first century organization. - Kotter and Cohen Implement and Sustain Change In Participation and Change, we understand that short-term victories are essential for successful change because they provide credibility, resources and motivation. Step 7 is about maintaining this momentum - don't relax - so early changes are built. Finally, we promote positive behavior and shared values through a series of successful changes, and learn to achieve change by promoting a new culture. Don't relax the book cover of Kotter's 8-step variation model in Heart of Change. At the heart of change, John Kotter and Dan Cohen present case studies on how to sustain change. Some are simple - but often overlooked - while others are highly creative examples that lead to fundamental changes in business. The idea is to continue the wave after wave of change, not stop, until vision becomes a reality. The main message of non-relaxation is to create structures and situations that allow people to take risks and deal with problems without fear of retaliation. It is important to remove structural barriers: to give people enough power and leeway to innovate and challenges common in large organisations. Successful change faces built-in bureaucratic and political behavior. We need to get rid of jobs that disappoint us and jobs that are not relevant today. We have to take our time. Time. When the sense of urgency disappears, it is easy for the workforce to get tired of change. People convince themselves that the change is made and no longer needs to be done. However, this does not have to happen. Kotter's 8-step change model repeats the theme to show them, show'em, show'em! The change is successful because people are connected to the vision. They see how change solves the problem. Using visual cues - quick wins, simple videos or shows, anyway - can make people think that often vague, visionary ideas. Kotter and Cohen let it hold on in the change process, the culture is the last, not the first. This is the controversy and key point about Kotter's eight-step change model. If it is to be up to, change must be built into the culture of the organization. Change doesn't stop there. New ways of working must succeed for a while before the culture really changes. The culture cannot be changed until these new modes of operation are implemented. Sticking to it is all about: achieving tangible results quickly and ensuring change. Link results to new behaviors; Show people what your organization really cares about. Strengthen the new culture through training and guidance; Tell a vivid story about the organization, its role, and why it succeeds. Give influential and visible positions to those who act in accordance with the new norms. Don't give up until you get the behavior and results you need. Examples are not an important factor affecting others. That's the only thing. - Albert Schweitzer's conclusions about Kotter's 8-step change model According to Kotter and Cohen, successful change leaders identify problems or solve them, and then show people how to change behavior using compelling and compelling situations. They suggest a people-centered approach to help people understand the causes of change. They argue that when people see the truth, people change because it affects how they feel. In other words, emotions are at the heart of change. We see, feel, change: Watch - Create compelling and compelling situations to show people what the problem is and how to solve it. Emotions - Visual ideas provoke strong emotional reactions that motivate people to act. Change - New emotions change or amplify behavior and make people work harder to create a good vision. This change is more direct, but it needs to be strengthened to maintain momentum. Kotter's 8-step transformation model for successful transformation source: Kotter and Cohen, Heart of Change, p. 7. I'm sure you've found this article about John Koters 8-step change model useful. Keep in mind that it changes behavior by making people feel different about organizational change. I wholeheartedly recommend this book to all who lead change, who want to inspire people and overcome obstacles to get good grades. Remember: we see, we feel, we change. article:

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