

## Navigating Your Team Through Change

“The greatest danger in times of turbulence is not the turbulence – it is to act with yesterday’s logic.” – Peter Drucker

Change is constant in nearly every industry and in every organization. More often than not, direct supervisors – line leaders – have very little influence on the change itself, but are left with the responsibility of leading their direct reports through the turmoil that often accompanies the change.

According to the change management guru John Kotter, successful change requires:

- Leadership Commitment
- Shared vision of the changed state
- A realistic, actionable plan that leads to change
- Sufficient resources to sustain change
- Appropriate skills so that those impacted may accomplish what is expected of them
- Rewards and recognition for those who change

When all of these conditions are met a successful change will occur. However, as the chart below demonstrates, failure to meet any one of the conditions has significant consequences:

Condition						Outcome
Leadership	Shared Vision	Plan	Resources	Skills	Reward & Recognition	
✓	✓	✓	✓	✓	✓	Successful Change
		✓	✓	✓	✓	Confusion
✓	✓		✓	✓	✓	False Starts
✓	✓	✓		✓	✓	Frustration
✓	✓	✓	✓		✓	Anxiety
✓	✓	✓	✓	✓		Gradual Change

On June 4<sup>th</sup>, 2019, join fellow supervisors for a live, virtual supervisory round-table conversation about navigating a team through change. During the interactive conversation we'll discuss Kotter's change model and how a supervisor at any level can employ the concepts. We'll also discuss how to establish the foundation of trust that enables change.

**In this 75-minute session we'll achieve three outcomes:**

- Understand the dynamic relationship between trust and change.
- Recognize the essential conditions for successful change.
- Learn how to build trust through the process of change.

Seats are still available – you won't want to miss this!