

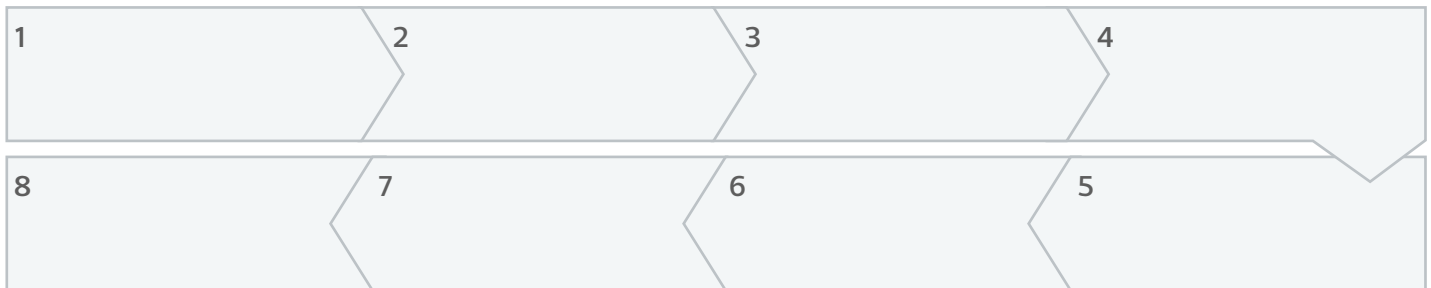
One of The Institute's **worksheets** series, to help you improve your leadership skills and capability, making you a better leader

Change management is a structured and systematic approach to making the people and the environment ready to adopt and sustain change. This worksheet, based on the Spotlight 'Models of Change Management,' will help you focus on the strategies, processes, tools and techniques used in change management to achieve a desired business outcome.

You should take approximately **two hours** to complete this worksheet and read the accompanying Spotlight

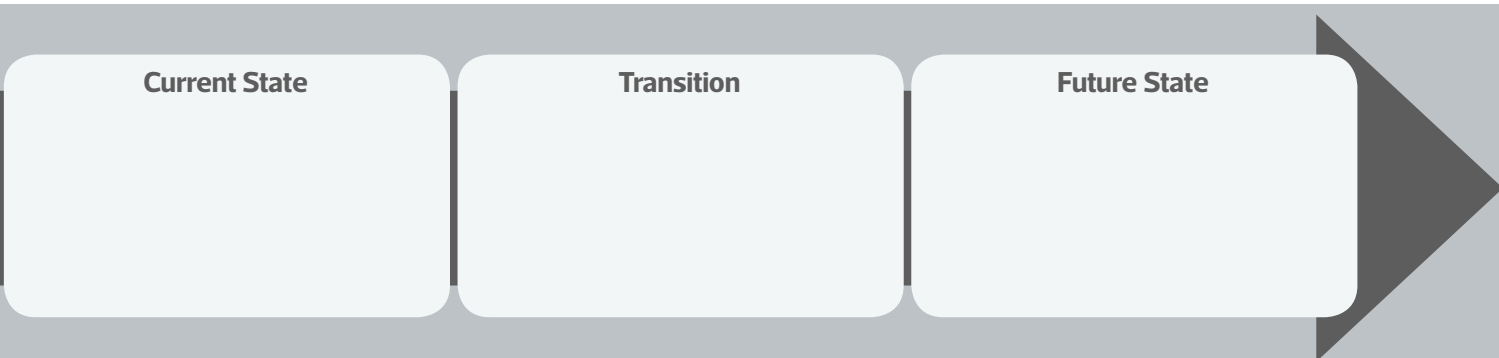
Kotter and Lewin Models

Complete the graphic below to demonstrate the Kotter eight-step change model:



Is the Kotter model a realistic model of change management? If not, why not?

Complete the graphic below to identify how Lewin's Change Management Model might be used to manage change from an organisation's current state to a desired future state:



Is the Lewin model a realistic model of change management? If not, why not?



Worksheet

Leading Change: Models of Change Management

Achieving a Desired Business Outcome

Complete the graphic below with reference to an organisational change that you are, or have been, involved in.

What are the organisation benefits to be gained from the future state? How will the job roles of two team members be affected by the future state? What must they do differently?

Team Member 'A' View	Organisation Benefits	Team Member 'B' View

How will you start a conversation with the two team members to explain why they need to do things differently?
What is the compelling message you need to get across?

Review

Construct a sentence on models of change management that contains the following words:

state

people

process

organisation

support

strategy

All references are cited in The Institute of Leadership & Management (2018) 'Spotlight on Models of Change Management'

Vision - Leading Change - Models of Change Management

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The Institute of Leadership & Management, Pacific House, Relay Point, Tamworth B77 5PA • www.InstituteLM.com • +44 (0) 1543 266886