

Leading Change - SAY DO REINFORCE MODEL

WHAT TO SAY

- What is Changing?
- Why is it changing?
- Who might be impacted?
- How will it take place?
- If you don't know, say so...

WHAT TO DO

- Be available
- Meet with your teams specifically about this change
- Meet with individuals, specifically about this change....
- Model the way
- Focus on what is working

WHAT TO REINFORCE

- Meaningful work that still needs to be done.
- Effort – recognize those who are doing their best.
- Provide positive feedback and ideas.
- Existing skills and knowledge that is valuable.
- Forward-thinking and resourcefulness.

Leading Change - Change Leadership Plan

Choose an upcoming change you would like to implement for yourself or your team and prepare for how you will lead this change using the SAY DO REINFORCE MODEL

WHAT TO SAY

WHAT TO DO

WHAT TO REINFORCE