

Exploring New Pathways

issue 31

5 July 2010

"Well begun is half done." - Aristotle ***Where is your organization in the transition process?***

Do not declare victory too soon

Significant transformation within an organization takes a long time. Sometimes, transitions take months or even years to occur. Initial successes might give individuals the impression that a transition is well underway, and that the difficult work is behind them. This will reduce focus, create a loss of momentum and lead to a potential regression in the transition.

How can you tell where the organization is in the transition? How do you keep the momentum alive? How do you present quick-wins and ensure they are not mistaken for victory?

It is crucial that leaders draw attention to quick-wins as this helps strengthen credibility and generate more (or even bigger) change. However, the danger is that individuals hearing about quick-wins will perceive these as indicators that the change is well underway, and no more attention or effort is needed. This can create a setback in a change initiative. It is only when the change has permanently become part of the corporate culture, and individuals have changed their behaviors that success has been achieved.

Maintaining the needed momentum for change occurs through the following initiatives, according to John Kotter:

More change: Quick-wins are being communicated regularly to individuals to help them focus on bigger change projects.

More help: Additional resources have been identified internally and externally to participate in and drive the change.

More communication: Continued messages from senior management are being delivered, focusing on vision and purpose to keep the momentum and sense of urgency alive.

Less interdependencies: Interdependencies between departments can complicate and delay change initiatives, as a small change in one department might create change in two or three other departments. Change occurs more rapidly when a system has independent parts. In order to facilitate the transition process, interdependencies must be reduced.

My invitation is:

- Identify how to communicate quick-wins without affecting the sense of urgency and

- momentum.
- Tap into additional resources to keep driving the change.
 - Ensure that communication of vision and purpose continues to occur frequently.
 - Determine what interdependencies might be "getting in the way" of the transition.

Note: Concepts presented in this newsletter were inspired by John Kotter's book, *Leading Change*.

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The concept behind this newsletter is an invitation for you to explore new ways of thinking, new perspectives, and new behaviors, so as to increase your personal effectiveness. The themes we have selected are commonly addressed topics in coaching. We have chosen them carefully and are eager to share them with you, in the hopes you will find them both thought-provoking and valuable.

Warmly,

Céline Brillet

Top 8 reasons to partner up with a coach

1. You want to make yourself a priority.
2. You feel stuck.
3. You want to build on your strengths.
4. You want to reach your goals more effortlessly.
5. You need a neutral sounding board to bounce ideas off.
6. You are facing a stretch challenge.
7. You have an important decision to make.
8. You are ready to move to the next level.

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