Seven strategies to support Change Management

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1. Manage Dissidents

Change management requires enormous management time and resources. Change creates dissidents, and managing dissidents will take away large amounts of time in non-productive areas.

- Try to explain, convince, and obtain commitment.
- If they fail, act quickly to discipline or release such employees.
- Target such actions first to send a clear signal to the most senior people.
- There cannot be "specially protected people."

2. Build Change Agents

- Create change agent groups with focused assignments. They will multiply capacity, speed up change, and engage more people. Use this approach widely.
- Involve younger and brighter people.
- Test the skills of staff with potential.

3. Support New Leaders

- Crisis creates leaders.
- Some staff members will emerge as spokespersons or natural leaders of the new vision.
- Identify, involve, and train them.

4. Create Competition

- Create healthy competition among task forces and teams. Give tough challenges publicly to bring out the best in people.
- Share the challenges and the results publicly.
- Reward and celebrate Achievements.

5. Start New Rituals.

- Start new rituals. Rituals and folk stories create and sustain culture.
- Develop regular social gatherings like coffee sessions, prayers, and festivals to share information and build teamwork.

6. Empower

- Higher levels of empowerment help change.
- When the workload is high, decisions have to be made quickly. Share Power even temporarily.
- Test the capability of new leaders and teams before placing them into permanent positions through high levels of empowerment.

7. Reward Creativity and Risk-taking

- Reward creativity and risk-taking to support delegation.
- Welcome and tolerate genuine mistakes, not fraud or misuse
- Learn from mistakes and openly share such knowledge.