

Change Initiative Plan

Create Demand	
1. What techniques will you use to create discontent with current reality?	
1. How will you emphasize the following leadership responsibilities?	
Ideals & Beliefs	
Actions	
Evidence	
Intellectual Stimulation	
Actions	
Evidence	
Change Agent	
Actions	
Evidence	

1st order
←-----→

2nd order

Change Initiative:

Implement	
1. What specifically do you need to know regarding this initiative that will provide credibility to your implementation plan?	
Knowledge of CIA	
Knowledge	
Evidence	
1. How will you inspire (Optimize) others by skillfully targeting and framing the initiative?	
a) What are the relative advantages of this initiative?	
a) How is this compatible with your current practices?	
a) What new skills and knowledge will staff require to implement this initiative?	

Monitor and Evaluate		
Monitoring and evaluating requires the leader to examine and determine the effectiveness of the implementation plan and the effect (magnitude of change) that the change is having on the stakeholders.		
	What will you look for?	How & when will it be reported?
Implementation		
Magnitude		

Managing Personal Transitions	
1. In general, what do staff members stand to lose as a result of the change?	
1. What are some preliminary strategies to assist staff members that will experience this as 2 nd order?	
Flexibility	
Actions	
Evidence	



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