	Create Demand
1. What tec	hniques will you use to create discontent with current reality?
l	
1. How will	you emphasize the following leadership responsibilities?
Ideals & Beliefs	
Actions	
Evidence	
Intellectual Stimulation	
Actions	
Evidence	
Change Agent	
Actions	
Evidence	
	1 st order 2nd order

Monitor and Evaluate

Monitoring and evaluating requires the leader to examine and determine the

effectiveness of	the implementation plan and the effec	t (magnitude of change) that
	aving on the stakeholders.	
	What will you look for?	How & when will it be reported?
Implementatio		•
n		
Magnitude		
Magnitude		

Change Initiative Plan

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
- 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?

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 2nd order?

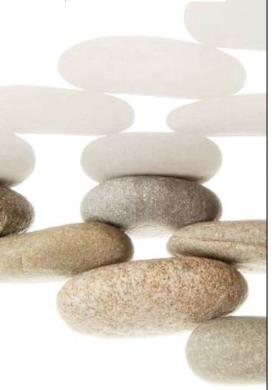
Flexibility	
Actions	

Evidence



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