



Change Management: Personal Leadership Philosophy for Effecting Change



PMI Keystone Chapter-Susquehanna Managed Event

Live Virtual Meeting

Wednesday, July 13, 2022

6:30–8:00pm

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Introduction



Leadership is not about titles,
positions or flowcharts. It is about
one life influencing another.

John C. Maxwell

Organizational leadership is a two-fold centered management approach that works towards what is best for individuals and the group. A leader must also have **confidence** and a **work ethic** that empowers him/her to lead from the **top, middle**, or **bottom** of any role in an organization. A leader should also possess the **ability to manage change**, which often occurs in organizations. Change management has, at least, three different characteristics, **adapting to change**, **controlling change**, and **effecting change**. This presentation is about **personal leadership** and **philosophy** in implementing change.

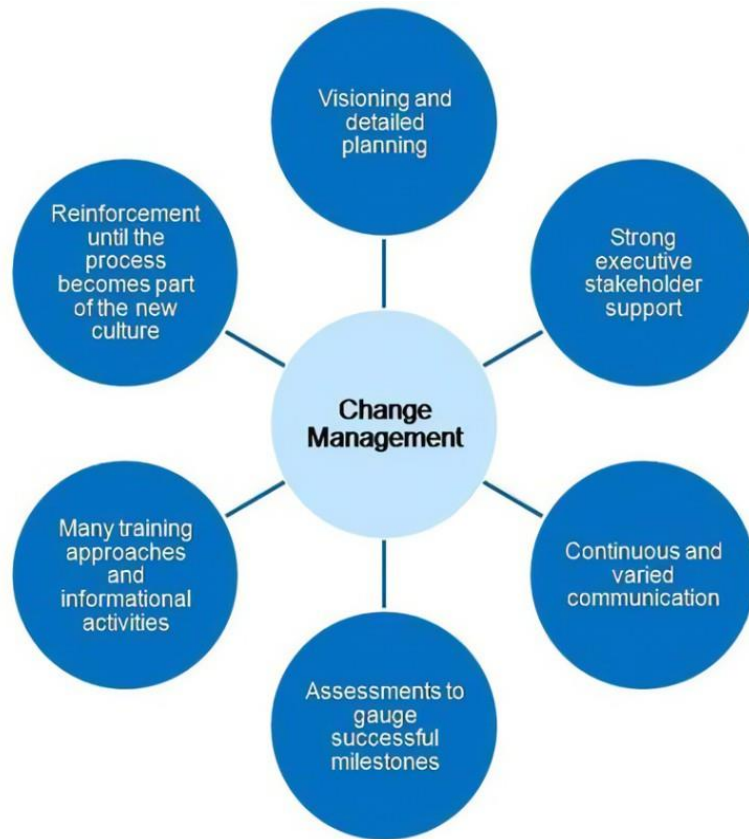
Therefore, a preemptive approach to dealing with change is at the **core** of all three characteristics. Change management, for an organization, means outlining and implementing procedures and technologies to address changes in the business setting and to gain from changing opportunities.

Assessment and Philosophy



- ☐ Premised on management as control and change outcomes achievable.
- ☐ Motivation on directing the organization in certain ways to affect required change.
- ☐ Consideration for the survival and general well-being of the organization and people based on actionable strategic choices.
- ☐ Strategic choices must be implementable with conviction that the outcome will be a better-performing, better-aligned decision.
- ☐ Look at organizational transformation as a paradigm, meaning:
 - Structured set of expectations,
 - Premises, and
 - Ideologies of the way change should work.
- ☐ Change should reveal profound perspectives of how change functions within and around the organization.
- ☐ Ensure that philosophical extrapolation procedures for change is discernable.
- ☐ The images, metaphors, or frames that we hold concerning managing and change influence our ideas of what we think about managing change.
- ☐ Intentional change is achievable, provided you understand the future you want to create; the ideal future should align with your company's values.

Change Management Process



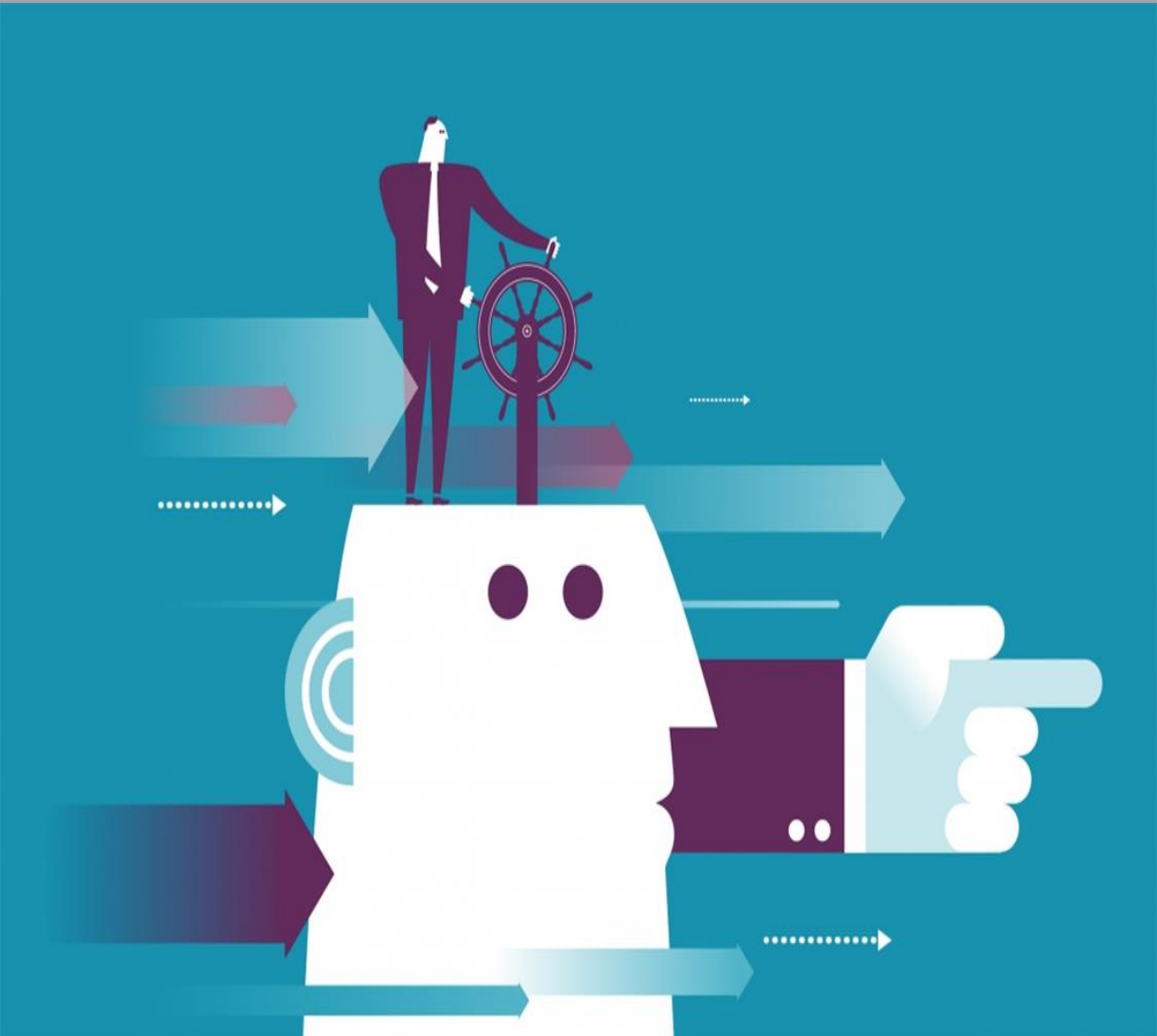
- ☐ Visioning define and describe the rationale for the change and the desired end state.
- ☐ Stakeholder include managers, business leaders, employees, and other stakeholder groups that will be impacted by a change initiative.
- ☐ Communicating benefits and the impacts of the change planned to help in controlling the apathy or fears associated with change.
- ☐ Do so by explaining how the change will affect them, and why it is being implemented.
- ☐ Measuring change management performance.
- ☐ Training helps set teams up for success in the face of a new reality.
- ☐ It helps those who will be affected to better understand how the change will be beneficial to their roles and the company.
- ☐ Organized information for direct utilization help with decision making process.
- ☐ Reinforcement ensures actions to make a target behavior more likely to occur continuously.
- ☐ Positive behavior will keep adding something pleasant or desirable to make a target behavior more likely to occur.
- ☐ As a manager of change, you should direct the company in a way to achieve the required change.

Leadership Philosophy Types



- ☐ Democratic leadership philosophy depends on the whole team to make decisions.
- ☐ Autocratic leadership philosophy places all the decision and implementation power on the leader.
- ☐ Laissez-faire leadership philosophy gives equal power to the team and the leader.
- ☐ Strategic leadership philosophy divides the leader's focus between high-level operations and team oversight.
- ☐ Coercive leadership insists on immediate and complete compliance and doesn't get results rather tends to stifle creativity and alienate team members; though, effective in a crisis and helps to avoid confusion and delay.
- ☐ Learn how to adjust your personal leadership style to best fit your organization, goals, and team by understanding the advantages and disadvantages of each type of leadership style.
- ☐ A leadership philosophy is a structured approach to leading others

Change and the Strategic Choices We Make



- ❑ Change is a strategic choice that we make as managers.
- ❑ Survival and general health of the organization depend on the strategic decisions we make.
- ❑ Implementing change can be difficult and it is often met with resistance.
- ❑ Internal organizations and management power relationships should be factored.
- ❑ Human fear and overconfidence also is a factor when organizations try to implement some changes, this makes the change more challenging for managers.
- ❑ Lack of teamwork, leadership, or rigid workplace cultures make implementing any changes a challenge.
- ❑ Kotter's 8-step model is very popular because it provides an easy-to-follow roadmap for change managers, even if they are not experts in the field.
- ❑ The steps that businesses should take to overcome such obstacles and effectively implement large-scale changes are outlined in Kotter's 8-steps.
- ❑ Following the steps will guarantee that your company is not just well prepared but also seriously committed to adopting changes.

Conclusion



“What if we don’t change at all ...
and something magical just happens?”

- ❑ Nothing magical will happen if an organization refuses to change.
- ❑ Change management is an enabling framework for managing the people side of change.
- ❑ Managers should incorporate an image of change into management practice by announcing and pursuing an open communication strategy during a change project.
- ❑ Announcing and pursuing an open communication strategy by itself would not be enough in achieving successful change.
- ❑ Change managers need to constitute a change team that will act not as reporters of information about the change, but as sense-makers facilitating an appreciation for change and its recipients.
- ❑ Helping recipients of change to distill what is important in the information provided.
- ❑ As a change manager, you will not only disseminate but solicit information during planned changes.
- ❑ The best way to cope with change is to help create change.
- ❑ In Charles Darwin’s theory of evolution, he contends that “It’s not the strongest of the most intelligent who will survive but those who can best manage change.”