

How Can I Make Change Happen Faster?

Some organizations manage to get their executive teams and people to change the way they do things relatively quickly and achieve outstanding results. What's their strategy?

Effective leaders make change part of doing their job. They hold themselves responsible for setting both the direction and pace of change. They also step up to the challenge of inspiring others to change. If change isn't happening fast enough in your organization, you need to ask yourself these three questions:

Have I created a burning platform for my organization?

The need for change may be clear to you and even to your senior team. But you need to ensure that all people in your organization know why change is necessary, what they need to do to make the change happen and what this means to them. People will consider changing their behaviour when you clearly communicate the compelling reasons to do so.

Do people want to change?

While people may see and understand the compelling need for the organization to change, they will only modify their own behaviour when they see they have more to gain than lose by making the change. You need to be very clear about what will change for individuals. Show people what doing things differently - or failing to do things differently - really means. By setting a clear roadmap and helping people see how change will affect them, you can help to inspire people to want to change.

Do people know what they need to do differently?

Change can be intimidating. Leaders can help others change behaviour faster by being clear about what is expected from them. Let people know what you need them to start - and stop - doing. Make sure they have the coaching and development to learn new skills. And, of course, ensure that your performance management process and compensation and rewards system reflect your new goals and the behaviour changes that are necessary to achieve these goals.

►► You can only lead others where you yourself are prepared to go. ◀◀
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To arrange a confidential meeting to discuss your organization's needs, call Meridien's President, Dr. Peter Stephenson at 416-972-0782.

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