

CHANGE MANAGEMENT - EXERCISE

A FIRST GLANCE AT WHAT CHANGE IS

Small Changes

Before starting to change things in your organisation. You might want to consider the difficulties that it will entail. To do this, do on the following simple exercises:

- Cross your arms. Now do the same but put the one you put below on top.
- Try to write something with the hand you are not used to using
- During lunch at your workplace sit with people you never sat before

Even if you were able to do these small changes in your behaviour, realise that you had to think before you did it and when you achieved it, it was not always a pleasant and comfortable feeling.

From change management to change leadership

We recommend you do the following exercise developed by the Centre for Creative Leadership. Think of a major and/or difficult change that is occurring or is about to occur at work that you are involved in executing.

1. Briefly describe the change?
2. What are your intended outcomes?
3. Why is this change important?
4. What variables do you see that will help this change gain support & momentum?

People have different preferences for how change should happen. There are three main styles on a continuous spectrum:

- Builders accept the existing structures, and prefer change that is incremental. They enjoy predictability
- Connectors explore the structures, and prefer change that is functional. They enjoy the middle of the road.
- Explorers challenge the structures, and prefer change that is expansive. They enjoy risk

Each preference is valuable in its own way. Effective groups combine the strengths of all three according to the situation.

1. Do you relate to any preference?
2. What would you say are the strengths of this preference? And the weaknesses?
3. What about your team? Can you identify preferences in your team?

ADDITIONAL EXERCISES

Are you planning on a big change in your institution? Use this Organisational Change Management Checklist developed by Torben Rick in 2014 ([link](#))