Change at Work

Create a Plan

- Define the change you want to make
- Align it with department and JMU purpose
- Create a roadmap to achieve the change
- Articulate what is changing and for whom
- Identify what will make your change successful

Discuss:

- What change would make your work more effective?

Build Support

- Identify & engage the people who are impacted
- Treat resistance with interest and respect
- Be trustworthy (consistent, reliable)
- Look for small ways to create enthusiasm
- Be flexible – work with the energy

Discuss:

- When have you adapted your plans based on feedback from others?

Communicate

- Create urgency – share what isn't working
- Describe the future state – what will be better
- Acknowledge the challenges – be realistic
- Remind people of past successful changes
- Let people know how they will be affected

Discuss:

- Describe a "positive" change that you experienced at work.

Closing: Change at Work

"A bend in the road is not the end of the road, unless you fail to make the turn."

~ Helen Keller

Resources: *Change at Work*

LinkedIn Learning

- Change Management Foundations (~46 min) https://www.linkedin.com/learning/change-management-foundations-10041380/change-management-foundations-course-overview?u=50844473
- How to Be an Adaptable Employee During Change and Uncertainty (~35 min) https://www.linkedin.com/learning/how-to-be-an-adaptable-employee-during-change-and-uncertainty/why-it-s-important-to-be-adaptable?u=50844473
- Change Management (~32 min) https://www.linkedin.com/learning/change-management-roadmap-to-planning/the-importance-of-planning?u=50844473
- Managing Organizational Change for Managers (~1 hr 22 min) https://www.linkedin.com/learning/managing-organizational-change-for-managers/welcome?resume=false&u=50844473

Online Sources

- 5 Tips for Managing Change in the Workplace https://online.hbs.edu/blog/post/managing-change-in-the-workplace
- 10 Reasons People Resist Change https://hbr.org/2012/09/ten-reasons-people-resist-chang.htm

More Resources: *Change at Work*

More Online Sources

- 10 Ways to Initiate a Positive Change at Work Even if You're Not the One in Charge https://www.forbes.com/sites/forbescoachescouncil/2017/05/23/10-ways-to-initiate-a-positive-change-at-work-even-if-youre-not-the-one-in-charge/?sh=d1f96531dbd5
- Diversity and Inclusion: 8 Best Practices for Changing Your Culture https://www.cio.com/article/3262704/diversity-and-inclusion-8-best-practices-for-changing-your-culture.html
- Seizing Moments of Possibility: Ways to Trigger Energy and Forward Momentum on Your Ideas and Plans https://www.rickmaurer.com/home/

JMU Talent Development Resource Collection Books

- *Appreciative Inquiry: Change at the Speed of Imagination* ©2011 by Jane Magruder Watkins, Bernard Mohr, & Ralph Kelly
- *Beyond the Wall of Resistance: Why 70% of All Changes Still Fail – and What You Can Do About It* ©2010 by Rick Maurer
- *Dare to Lead: Brave Work, Tough Conversations, Whole Hearts* ©2018 by Brené Brown
- *Organization Development: The Process of Leading Organizational Change* ©2012 by Donald L. Anderson
- *Our Iceberg Is Melting* ©2005 by John Kotter & Holger Rathgeber