ffery Morse

0 LIKES

Before attempting to respond to this post, refer to the “Leaders and Change” Activity.

The "Leaders and Change" Activity covers such topics as Managing Change, Integrating Change, Communicating and Motivating Change, and being a Champion of Change.

A Change Champion includes being able to Tune in to their environments, Challenge the prevailing organizational wisdom, Communicate authentically, Build coalitions, and transferring ownership of a working team.

According to the text, to successfully manage lasting change, it is critical to integrate the new vision, mission, and values of the change within the organization. Research suggests that a leader’s success is improved through the ability to build teams, motivate, and communicate change. Studies further reveal that the ability and skill in which leaders to motivate, coach, communicate, form teams, or involve others correlates with the successful implementation of change within organizations (Gilley, McMillan, & Gilley, 2009).

An example from the text in support of this is in the following blockquote

A 2010 IBM leadership report acknowledges that leaders “must create within their organizations integrated, cross-functional capabilities and tear down the institutional silos that inhibit creativity and speed” (IBM Global Business Services, 2010, p. 26). For example, to ensure its commitment to customer service, the kitchen retailer Williams-Sonoma created a new position to integrate and improve connection and communication among operations groups, with impressive results.

Of the steps or stages associated with change, the one that I deem to be a challenge is to Communicate and Motivate. The reason I chose this one is that I find it hard to motivate anyone if I am not motivated myself. To cause someone to be excited about change means that I would have to be excited about the change. It may be possible to change my focus to what I will gain out of the change, keeping my eye on the prize may bring enough passion for change to minister passion about change to others.