systems thinking approach to prepare the oral report that must address the following topics:

1. Briefly describe the change, identifying the forces causing it and implications of the type of change (developmental, transitional or transformational). Support your analysis with evidence.

2. Identify potential causes of employee resistance and how you as the change leader will overcome resistance and gain all employees’ acceptance of the change.

3. Describe your communication plans, including the change message, effective communication channels and feedback loops, and rationale.

4. Discuss your leadership role as a change champion. Select one leadership practice from each of systems thinking, organizational culture, communication, and change champions (four leadership practices in total) to highlight how you will

effectively lead and manage the implementation and sustainment of the change. Support your discussion with convincing evidence.

The oral presentation must:

• Be 15–20 minutes in length.

• Use visuals such as PowerPoint or Prezi to support and reinforce key points.

• Use correct grammar and spelling without errors.

• Be comprehensive, interesting, and flow logically, fully addressing key points and connecting with the visuals.

• Demonstrate an in-depth understanding of the leader’s role in planning, implementing and sustaining change.

• Accurately identify causes of employee resistance to change.

• Provide viable strategies to overcome resistance and enroll employees in supporting the change initiative.

• Develop a communication strategy and plan that facilitates the successful implementation of the change.

• Describe the leader’s role as a change champion and how you can positively lead the change effort.

• Be delivered professionally, in a way that would be favorably received by a senior management team.

Although citations and a reference page are not required, the plan described in the presentation must link to best change management practices as described in the competency readings and materials.

Change Description

Clearly and concisely describes the change, comprehensively identifying multiple forces causing the change. Accurately identifies and discusses implications of the type of change (developmental, transitional or transformational). Supports analysis with convincing evidence.

Overcoming Employee Resistance

Accurately identifies multiple potential causes of employee resistance. Presents a comprehensive and viable plan to overcome resistance, which will facilitate gaining all employees’ support for the change.

Change Communication

Presents a comprehensive communication plan that describes convincing change message(s), identifies multiple communication channels, and creates effective feedback loops. Offers a convincing rationale for the plan. slides

Change Leadership

Clearly and comprehensively discusses role in leading change. Identifies four or more specific leadership practices, one each from systems thinking, organizational culture, communication, and change champion to effectively lead and manage a successful change effort. Supports discussion with convincing evidence.

Visuals

Visuals are creative, visually interesting, easy to read, and emphasize critical points of the presentation. Consistently uses correct grammar and spelling without errors.

Professionalism

Presenter is well prepared, poised and well spoken. Oral presentation is comprehensive, interesting, logically flows, fully addresses key points, and designed for a senior management team. Discussion connects consistently with visuals.