

Learning Kit: Change

A rather influential person from the early 1700's once said "change is the only constant in life". Today, while these words still ring true, a notable difference is the speed and frequency of change. Ironically, even change itself has changed. No longer does a systematic application of methodologies suffice. Organizations are required to be *change ready* - prepared for change at any time, all the time -- accepting it as "business as usual", even embracing it as advantageous. By employing a fluid and continuous application of change skills and methodologies as well as applying a robust understanding of organizational structures and systems, these leaders see change as *what they do* -- continuously responding in ways that create advantage, minimize risk, and improve performance.

Lest we forget, managing any change is at its core about *people* – bringing them along so that a change becomes adopted more quickly and with relationships in-tact, more or less on-time and on-budget. It means understanding the human reactions to change and supporting people during challenges and resistance while continuing to move in the direction of adoption and acceptance – perhaps doing this with several change initiatives simultaneously. Change ready organizations help people *be ready* -- because regardless of methodologies and tools, what matters is that change takes hold - and that only happens through people.



How to Be a Successful Change Leader

Article – 00:03 hours



Change Management Foundations

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Ultimate List of Change Management Tools

Article – 00:15 hours



Leading Your Team Through Change

LinkedIn Learning- 00:21 hours



Change Management Plan on a Page

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