

Motivating Others to Change

Revolution

redefine possible.

Before we begin, please enter your name in the chat box with your title or function and location.


inLeärning

Motivating Others to Change

April 3, 2024

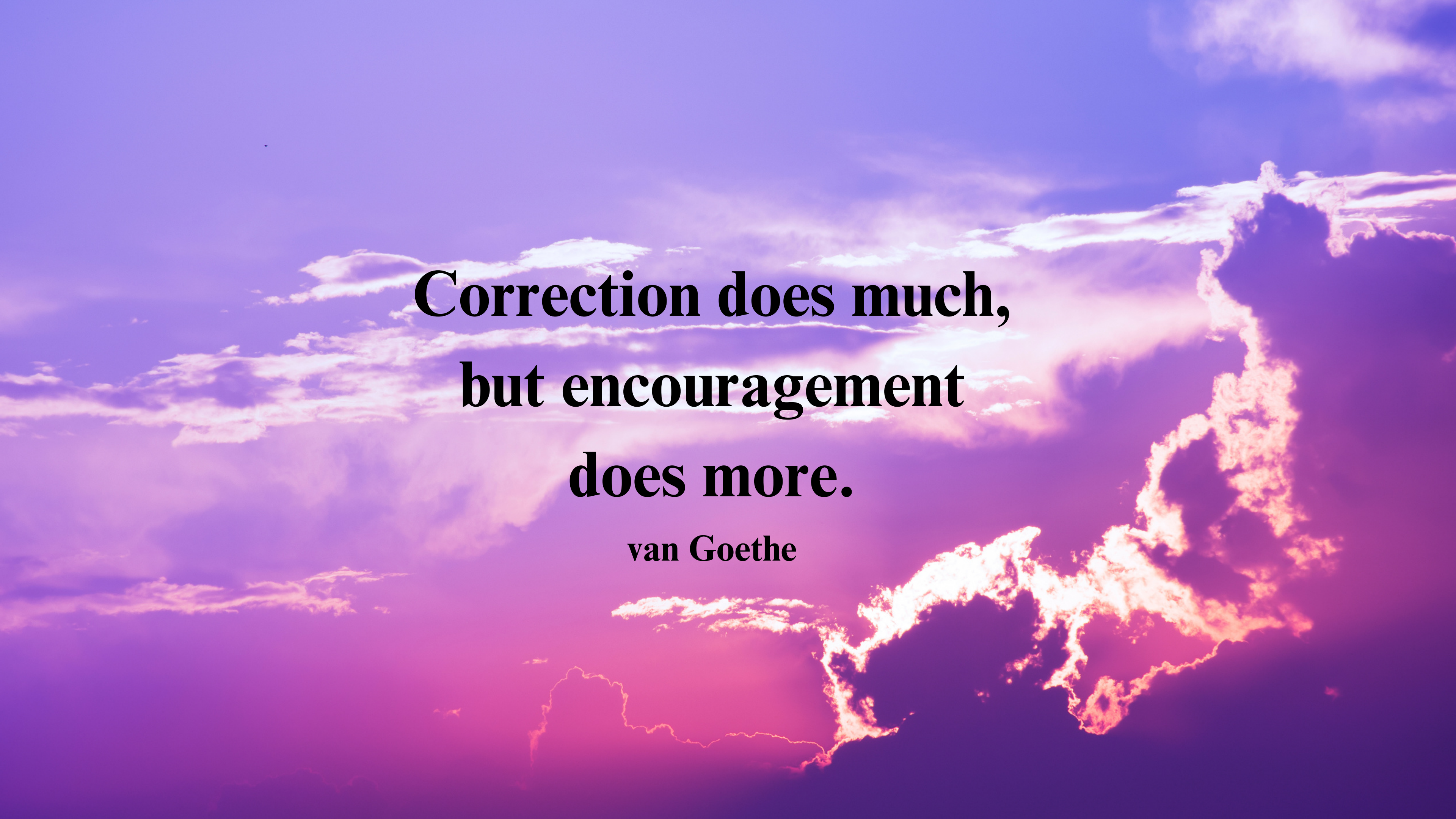
inLeärning





**“Success isn’t just about
what you accomplish in
your life, it’s about what
you inspire others to do”**

Anonymous



**Correction does much,
but encouragement
does more.**

van Goethe

**If your actions
inspire others to
dream more, learn
more, do more
and become more
you are a leader''**

John Quincy Adams



The background of the image consists of a collage of various newspaper clippings, including text columns, photographs, and headlines, all rendered in a light, faded gray tone. The clippings are scattered and overlapping, creating a textured, layered effect.

According to Harvard Business Review, 70% of change initiatives fail. This figure is often quoted in organizational change literature. Some reasons for this include employee resistance, lack of management, and lack of leadership role-modeling.

Objectives

**Understanding
Why Empathy Is
So Important In
Change**

1

**How to
Understand Your
Employee's Fears**

2


**How To Effectively
Communicate
Change**

3

**How To Involve
Other in Change**

4



A photograph of two people in an office setting. On the left, a bald man with a grey beard, wearing a light blue button-down shirt, is leaning forward and gesturing with his hands as if speaking. On the right, a woman with dark curly hair, wearing a green long-sleeved sweater, is sitting and looking towards the man. The background shows a bright office space with large windows and indoor plants.

On a scale of 1 (low) and 5 (high) how important is “Empathy” in managing change? Please enter a number in your chat window.

The Importance of

E M P A T H Y

in Change

Group Discussion

1. Discuss in your breakout groups why “Empathy” is so important to facilitating change?
2. What are some of the key factors that you need to consider when addressing the attitude of your employees?



Key insights on Empathy and Change



- Most managers and executives don't consider the impact of change on their employees.
- If they consider it at all, they rely on their “gut”.
- End result? Change initiatives easily get stalled.

A man with dark hair, a beard, and glasses is smiling warmly. He is wearing a light blue button-down shirt. The background is a large, well-stocked bookshelf filled with books, creating a library or study atmosphere. The lighting is soft and focused on the man.


**Profile your
audience, even if it
is only one person!**



**Steps to
Managing
Change in
Others**

UNDERSTANDING



A vertical sequence of five water droplets falling from the top center of the frame. The bottom droplet has just hit a surface, creating a series of concentric ripples that spread outwards. The background is a gradient of light blue to dark blue.

**What is the impact
of the change?**

**Communicate
the Change**



**Support the
employee every
step of the way**



Encourage Engagement and Feedback



Group Discussion

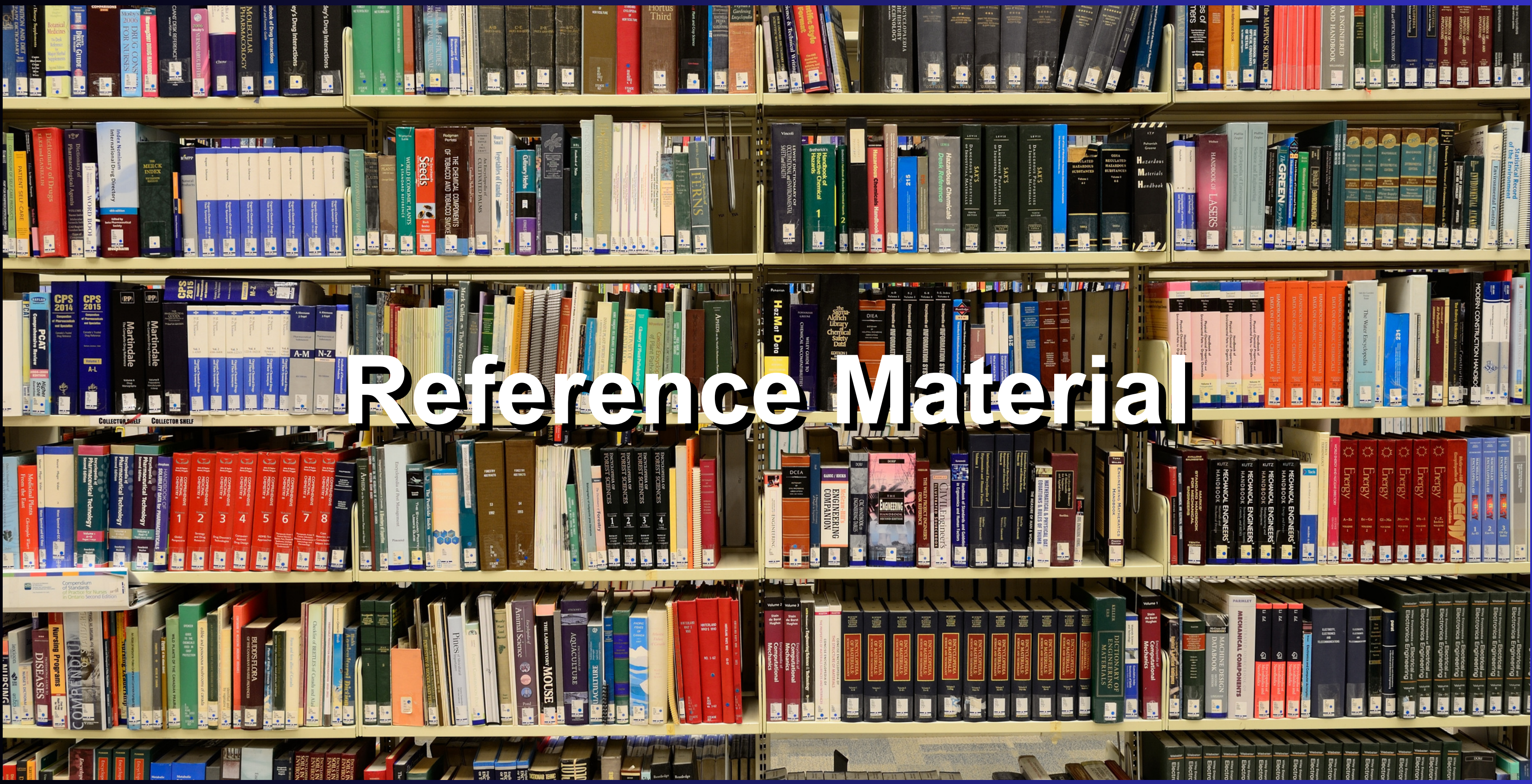
You are about to make a major change to your work processes. Discuss what steps you need to take to effectively manage this change?



What Questions Do You Have?



Reference Material



Further Reading

1. ***"Leading Change"*** by John P. Kotter
2. ***"Switch: How to Change Things When Change Is Hard"*** by Chip Heath and Dan Heath
3. ***"Who Moved My Cheese? An Amazing Way to Deal with Change in Your Work and in Your Life"*** by Spencer Johnson
4. ***"Our Iceberg Is Melting: Changing and Succeeding Under Any Conditions"*** by John Kotter and Holger Rathgeber
5. ***"Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones"*** by James Clear
6. ***"Atomic Actions: Implementing Change in the Real World"*** by Michael Pedersen
7. ***"Drive: The Surprising Truth About What Motivates Us"*** by Daniel H. Pink.

inLeärning

Contact me at:

email bob@inlearning.us

Website: <https://inlearning.us>

Facebook: <https://www.facebook.com/groups/289737216848474>

LinkedIn: <https://www.linkedin.com/in/reanderson02/>

Thank you very much!

©2024 InLeärning, llc.