

Leading Cultural Change

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What We Are Going To Do

How do I evaluate stuff?

How do I deal with change?

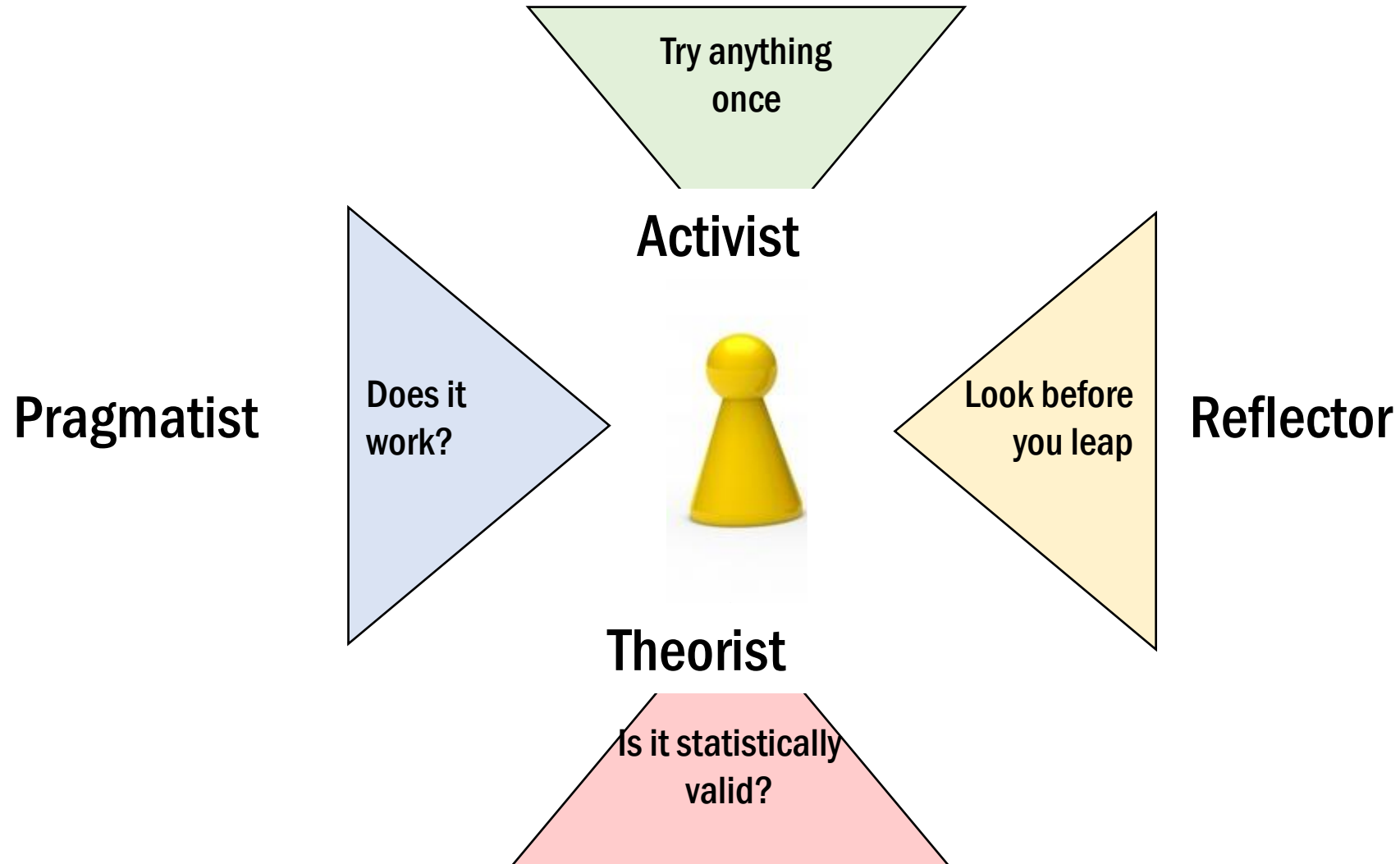
What obstacles are there to behavioural change?

How can we work for organisational / cultural change?

What We Are Unlikely To Do

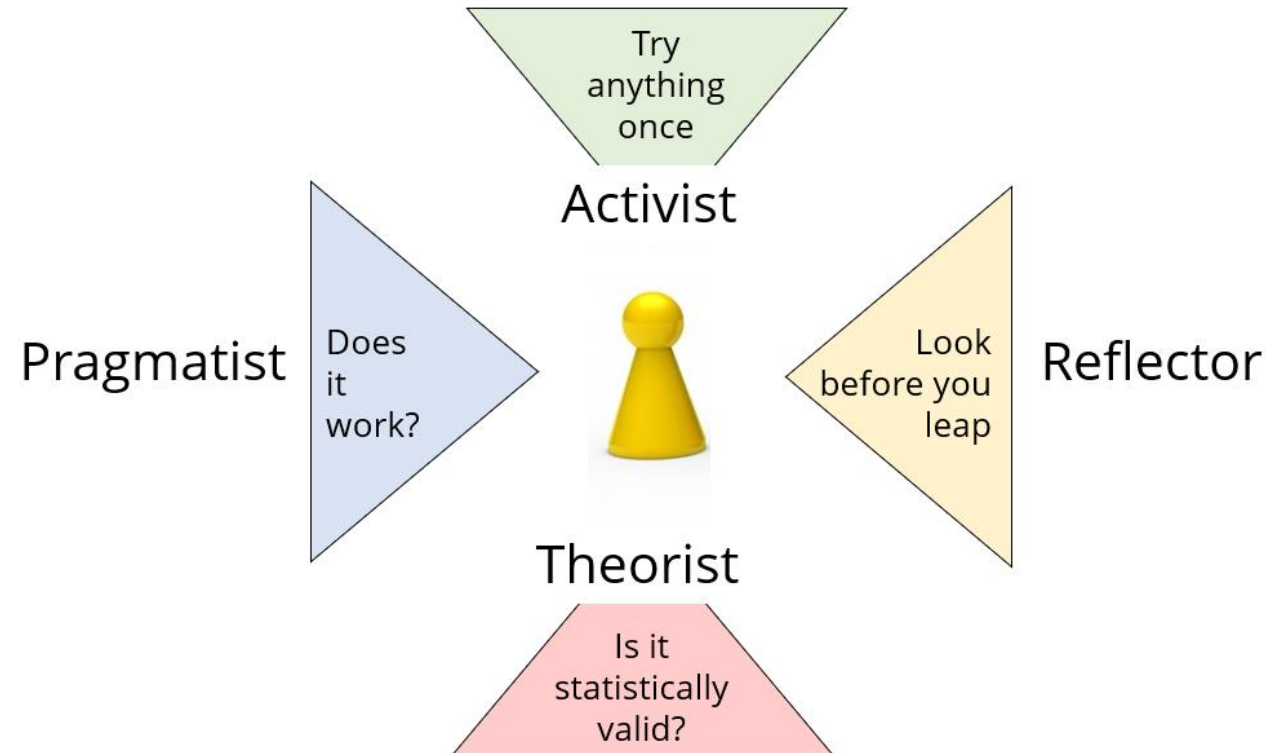
Come out with a plan to change the world

Do You Leap Straight In?



Activist, Reflector, Theorist, Pragmatist?

Spend a couple of minutes giving yourself a score on each axis.



How Do You Deal With Change?

Think about a time when you were challenged by something or someone which made you uncomfortable at first, but you ended up changing your views or approach as a result.

- What was the challenge?
- How were you challenged?
- What were your initial reactions?
- Why did you react that way?
- How did your reactions change?
- What caused those changes?



Model of Behavioural Change – Prochaska

Pros outweigh cons

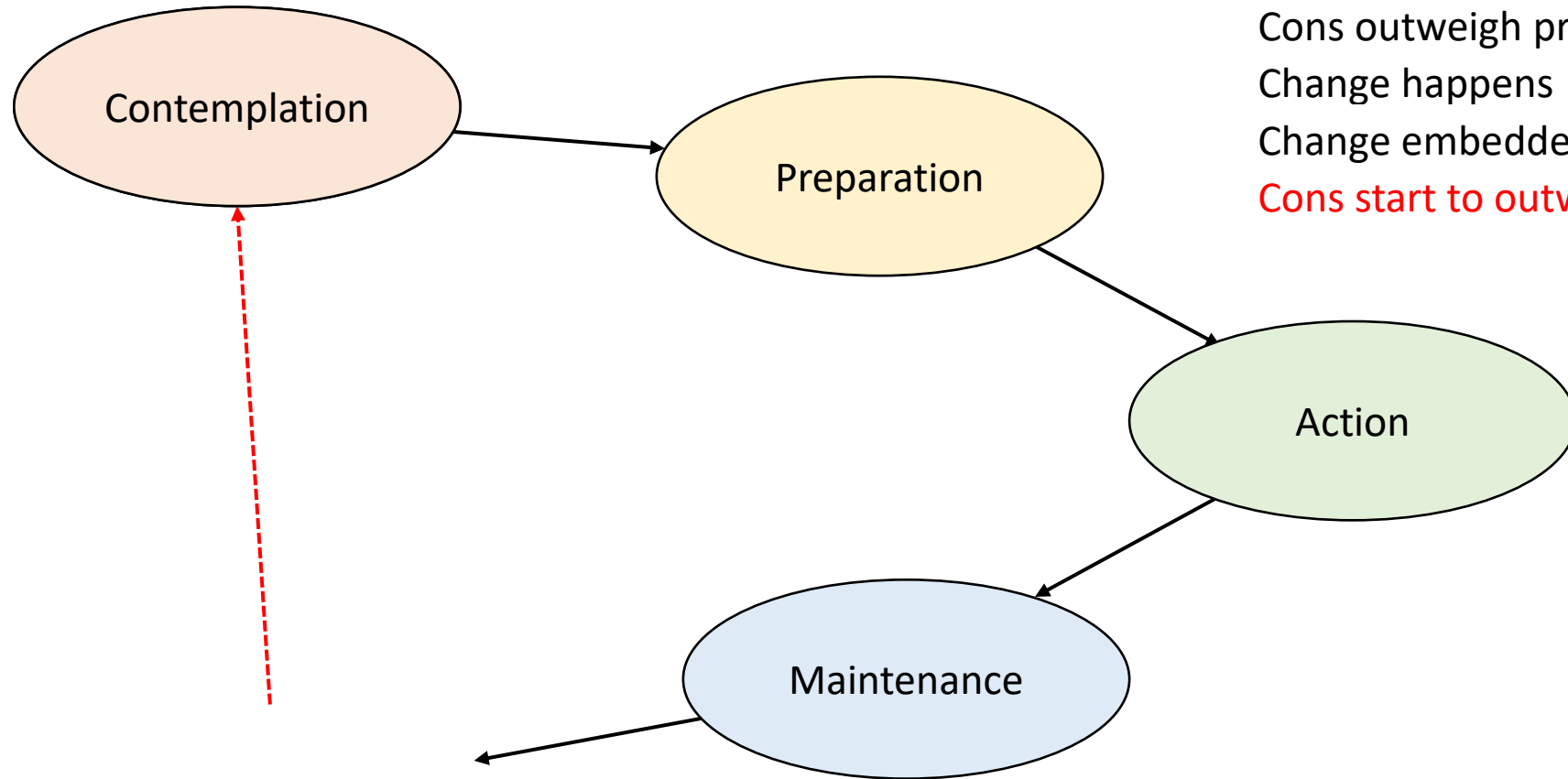
Pros start to equal cons

Cons outweigh pros

Change happens

Change embedded?

Cons start to outweigh pros

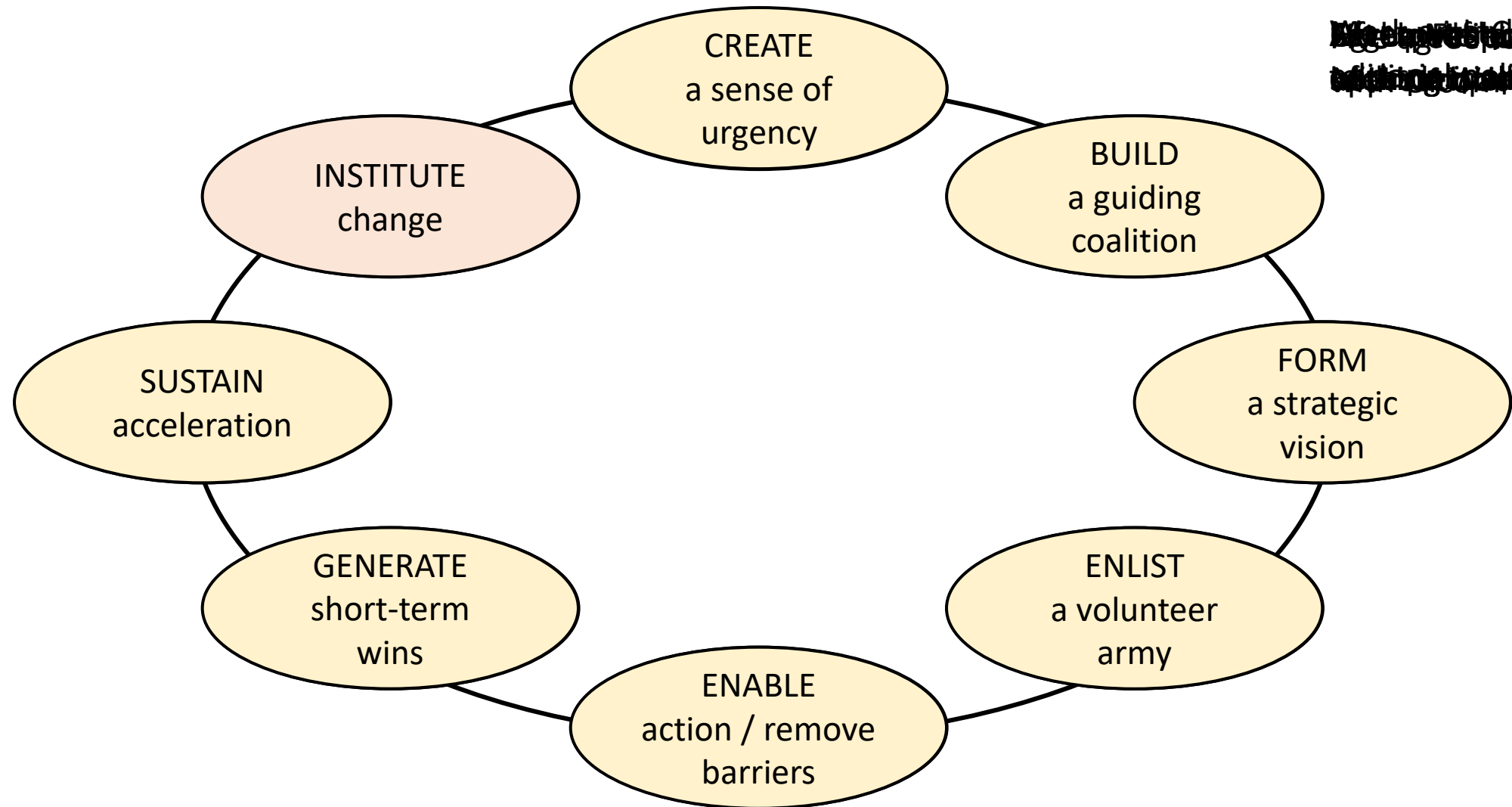


Obstacles to Change

What reasons do people have to avoid changing their behaviour or attitudes?



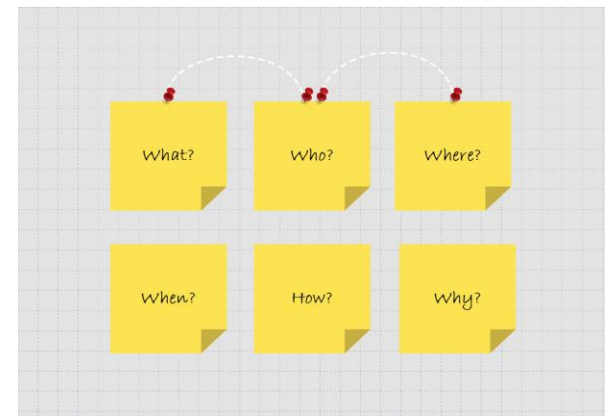
Model of Organisational Change - Kotter



Model of Organisational Change and
additional information on
applying the model

What Change Do You Want To See?

What is problem?



What Change Do You Want to See?

Who can help?

What barriers can be removed?

What quick wins are there?

How can you cement change?

