



# Leading Organizational Change



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# Agenda

- **Drivers of Change**
- **Principles of Change**
- **Effective Change Management**
- **Change Tools**



# What is Organizational Change?

- Organizational change occurs when an organization makes a transition from its current state to a desired future state.





# Drivers of Change – Discussion Activity

- Within your organization and within the Animal Welfare industry, what are the drivers of change?





# Drivers of Change

- **Philosophical shift**
- **Legal framework**
- **Economy**
- **Technology**
- **Advocacy**



# Types of Change

- Developmental
- Transitional
- Transformational

**BRACE YOURSELVES**



**CHANGE IS COMING**



# Change Considerations

- **Enable, don't impose change**
- **Link to business goals**
- **Build change skills**
- **Understand the organization**



# Change Considerations

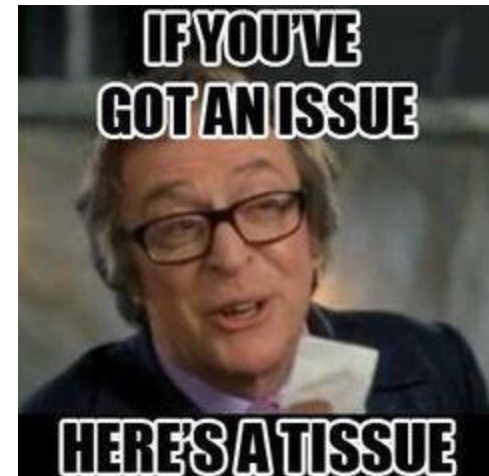
- **Organizational and personal**
- **Often emotional and not rational**





# Change Considerations

- Depends on perceptions
- Bet on resistance





# Effective Change Management

## 1. Motivating change





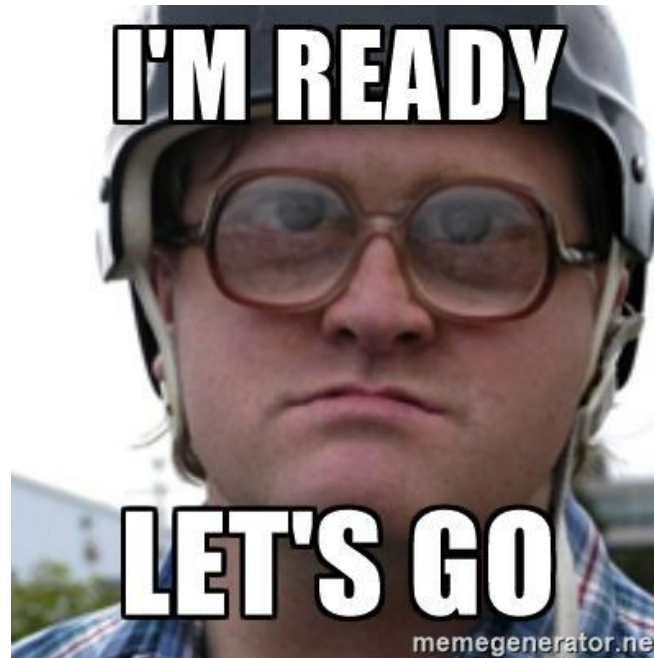
# Effective Change Management

## 2. Create a vision



# Effective Change Management

## 3. Engage supporters





# Effective Change Management

## 4. Manage roll-out





# Effective Change Management

## 5. Propel change forward



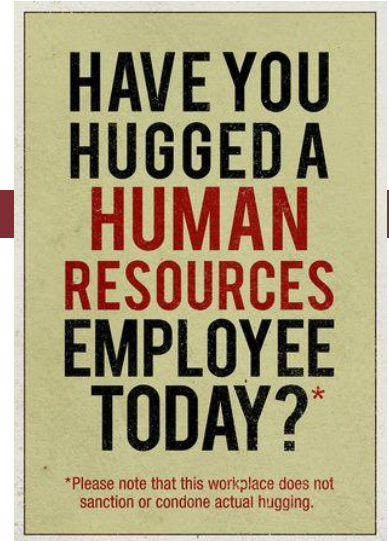


# Effective Change Management

## 6. Sustain progress



# HR Tool Kit for Change



- Training
- Recruitment
- Rewards and recognition





# Leader's Tool Kit for Change

- ❑ Culture
- ❑ Vision
- ❑ Behaviours

