

Leading Change

Therapy Partners has created a Change Leadership Workbook to help our practices work through the challenges of change. The **8 Step Change Leadership** model is based on work by Dr. John Kotter of Harvard Business School, and is designed to guide the change process until it successfully becomes imbedded in the team's culture.

Here is a summary of the 8 Step Process:



Step 1 Create a Sense of Urgency for the change



Step 2 Form a Guiding Coalition to provide direction



Step 3 Develop a Change Vision that describes how the change will benefit the team



Step 4 Communicate The Change Vision to ensure team members buy into the change



Step 5 Empower The Team to Take Action so things get done and people feel ownership



Step 6 Generate Small Wins so team members stay engaged and encouraged



Step 7 Don't Let Up keep the momentum going to turn the small wins into Big wins



Step 8 Make the Change Stick so the change and its benefits become part of your culture