



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

• Leadership—

Drives business results by aligning the vision, mission, and values to enhance business value. Is able to enlist the willing cooperation of others, while tapping into their highest skills and abilities, to achieve desired results.

• Change Management—

Proactively seeks opportunities to redirect self, others, and the organization to achieve desired results.

RELATED COMPETENCY CATEGORIES:

• Adaptability—

Open-minded to new ideas. Demonstrates flexibility when faced with changes in work expectations and environment. Responds to situations while maintaining a positive attitude.

• Influence—

Consistently directs situations and inspires people for an all-win environment.

Lead Change without Authority

SUMMARY

Everyone has the capability to lead change, regardless of position, and most organizations are searching for these people and helping them be proactive in generating change. Leading change without authority includes charting current changes, understanding the change process, identifying leadership opportunities and strategies, and creating flexibility while honoring the chain of command.

CONTEXT

Today's workplace is in a constantly evolving environment of change. Generally, you are encountering change in several areas of your career at the same time. In some situations you may be in the formal role of leading the change, but in many situations you are only one part of a wider change occurring in the organization.

Your opportunity is to be seen as leaders in driving organizational change, even though you may not be the sponsor or leader in the change process. Gaining a reputation as a change advocate positively impacts the way you are viewed within the organization. It also has a significant constructive effect on the satisfaction and motivation you feel in your careers.

In this module, you chart the extent of our current interaction with organizational change. You incorporate principles for leading change without authority, and work on ways to stay flexible during change. You develop a personal plan for advocating for and leading change in the organization, even though you may not be in a position of authority.

At the completion of this module, participants will be able to:

- Diagram your involvement with organizational change
- Understand your position in the Change Model
- Follow principles for leading change without authority
- Maintain flexibility in dealing with change

"If there is anything that we wish to change, we should first examine it and see whether it is not something that could better be changed in ourselves."

—Carl Jung