

BUD

TO



BOSS

Tips for Creating Your Initial Change Plan

TIPS FOR CREATING YOUR INITIAL CHANGE PLAN

by Kevin Eikenberry

Let me be clear – books have been written and people have made their life’s work the study of creating successful change, including change plans. To assume this quick piece will summarize all of that wisdom would be folly. Fortunately, that isn’t the goal.

Rather, the goal is to give you a few key ideas to include in all your change plans. Ideas that will always help your plans be more effective.

Identify the messages of the innovators. Certain people are more open to change in general. These innovators will pick up your message and likely be the first on board. Make sure your message and plan speaks to them. In other words, don’t try to convince your most stubborn adherents to the status quo first.

Consider all four components in your plan. Make sure your change plan (and communication) addresses more than just a plan, but also the level of satisfaction with the status quo, the vision for the future and discuss how this plan reduces the risks associated with the change.

Focus on the few and the first. Yes you need a complete plan. And, if your change or project is of any size, you know it will adjust and change. While you need to build the full plan, put the most emphasis, include the most specifics and talk the most about the first steps. Make sure they are clear, actionable and possible.

Get input on the plan. Regardless of how “good” and “accurate” your plan is, it will be less effective until people believe in and care about it. The best way to do that is to include others in the creation of both the full plan and the first steps. Take their concerns and ideas into account. This will not only give you a better plan, it also will engender more commitment and ownership to the plan (and to the change itself).

Keep the vision front and center. I know I already briefly mentioned this, but it is critical. Your plan should be clearly pointed to and in alignment with your vision for the post-change world. Doing this keeps people focused, helps them trust the plan and, especially if they like the vision, become bigger advocates for the change.

ABOUT BUD TO BOSS

Bud to Boss provides new leaders and organizations looking to develop new leaders with insight, resources and powerful learning opportunities designed to specifically address the challenges of successfully transitioning from peer to leader.

To speak with someone about how we can help you or your organization, send a note to **info@BudtoBoss.com** or call the number on this page.

You can learn more about us at:

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Our products and services include:

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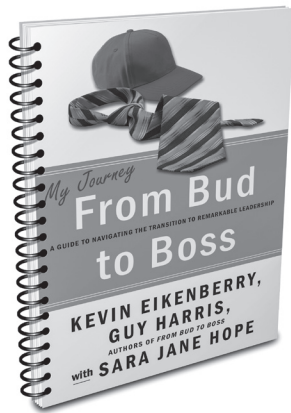
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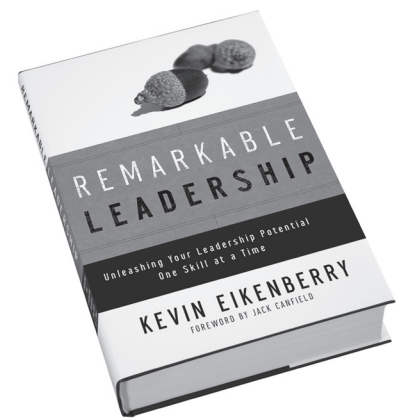


My Journey From Bud to Boss

A companion volume to the From Bud to Boss book, the Journey is a workbook designed to help you apply the knowledge gained to actual work experiences. It includes activities, questions, and exercises designed to take you beyond the concepts introduced to you during the Workshop or the book. And while this book is completely designed to be written in, all of the templates and tools are available in both PDF and Word document form so that you can use them over and over.

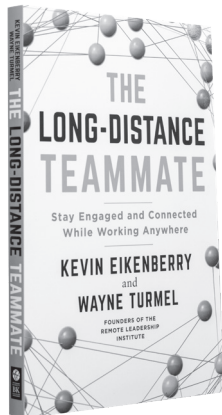
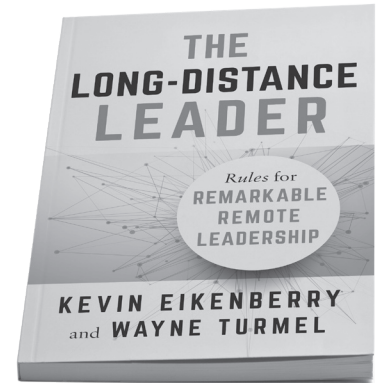
Remarkable Leadership

is a practical handbook written for anyone who wants to hone the skills needed to become a remarkable leader. This book outlines a framework and a mechanism for both learning new things and applying current knowledge in a thoughtful and practical way. It explores real-world concerns such as focus, limited time, incremental improvement, and how we learn.



The Long-Distance Leader

is a practical, candid look at what it takes to lead people, projects and teams in today's dispersed workplace. The book showcases 19 rules for being a remarkable remote leader, and offers practical models, tools, and best practices to tackle the real-world challenges from how we work and communicate virtually.



The Long-Distance Teammate

Written by the founders of the Remote Leadership Institute, this book is the most authoritative single resource for helping remote workers get work done effectively, build relationships that are both productive and satisfying, and maintain a career trajectory when they are not in constant close contact with their leader, coworkers, or the organization in general.

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