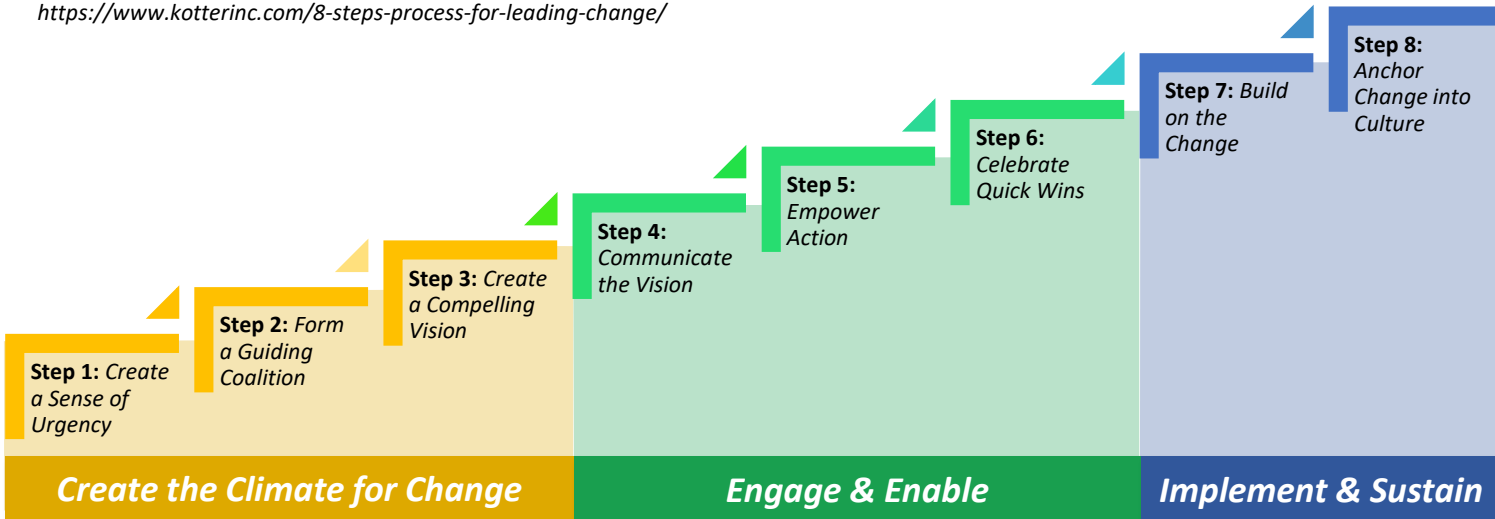


The Kotter Model: An Eight Step Model for Change

<https://www.kotterinc.com/8-steps-process-for-leading-change/>



A Little Bit of History

Dr. John Kotter devoted four decades to researching countless leaders as they were trying to transform their organizations. He identified and extracted the success factors and combined them into this practical, award-winning 8-Step Process for Leading Change. When trying to implement change in any organization, this methodology can be a valuable tool for planning, executing, tracking your progress, and making needed adjustments along the way.

Here are some key points from the WFO Pleasant Hill example Andy presented in the video:

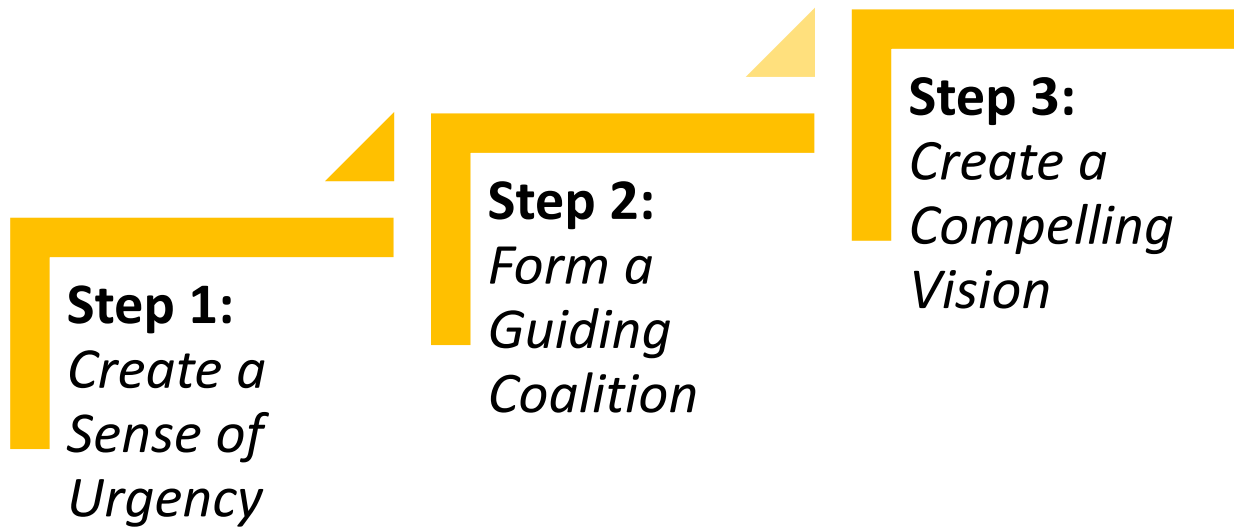
Steps 1-3	
1.	For more than a year talked about limited gains and needs of partners
2.	Management Team developed a framework of ideas & united on a plan
3.	Focus: Raise the level of our communications ability to that of our scientific ability
Steps 4-6	
4.	Engage NWSEO for input then engage Leads for input and idea development
5.	Structure & support given but freedom given to Leads to situational execution
6.	Immediately share feedback from partners, award IDSS & the Science, and find things to STOP doing as well as START
Steps 7 & 8	
7.	Provide opportunities for staff to engage directly with partners
8.	Continue to focus on being leaders at the cutting edge of agency initiatives

NOW – IT'S YOUR TURN

Try Working Through a Plan for Change YOU Want to Help Implement!

Use the next few pages to help walk through the steps.

The First Steps: Create the Climate for Change



Step 1: How Can We Create a Sense of Urgency?

Step 2: Who Should Be in Our Coalition?

Step 3: What is Our Compelling Vision?

Next Steps: Engage & Enable the Change

Step 4:
*Communicate
the Vision*

Step 5:
*Empower
Action*

Step 6:
*Celebrate
Quick Wins*

Step 4: What are Ways We Can Communicate the Vision?

Step 5: How Can We Empower the Team to Action?

Step 6: What Quick Wins Can We Create & Celebrate?

Last Steps: Implement & Sustain the Change

Step 7:
*Build on the
Change*

Step 8:
*Anchor Change
into Culture*

Step 7: What are Ways We can Build Upon the Change?

Step 8: How Do We Make this Part of Our Culture?