

Change 'Lite'

A 4 Step approach to Change and Transition

L

Listen and Learn

- Emphasis on gathering information and feedback from stakeholders
- Understanding the current state, concerns and motivations before initiating change

I

Involve and Inspire

- Collaborate with Team to generate buy-in
- Use clear communication and a shared vision to energise the stakeholders about the future state.

T

Transition and Transform

- Guide the group the 'messy middle' of implementation.
- Provide support, resources and coaching to ensure a successful transition

E

Evaluate and Evolve

- Monitor and Measure results and provide regular feedback
- Refine and adapt as necessary to ensure Sustain and Continuous improvement



Credit: Ginty Chalk

