



Take Charge of Change with the Enneagram

Compare materials to other types of leaders: Are you? Using the Enneagram System to Identify and Grow Your Leadership Strengths and Achieve Maximum Success (McGraw Hill)
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Take Charge of Change Competency Components

Component 1: Be a change champion

Fostering change by identifying and actively pursuing innovative products and/or ways of doing things; being known throughout the organization as a visible and committed change leader; and understanding and integrating learning from past change initiatives in order to translate these insights into future change efforts.

Component 2: Assess the current situation; increase the demand and desire for change

Deeply understanding and communicating the opportunities inherent in the change; using a systems-thinking approach to analyze the current situation and identify the root causes; motivating people to support the change by using multiple communication vehicles to make the need for change highly public; making a persuasive case for change using statistics and reason, feelings (such as hope, concern, despair, or frustration), and evocative symbols and stories; and energizing the change effort by creating a shared sense of urgency.

Component 3: Create a compelling vision

Creating a collaborative, compelling vision of the future; passionately communicating the vision using multiple media, selective storytelling, compelling metaphors, and testimonials; articulating the values underpinning the vision and making sure that all aspects of the change reflect these values; using organization models and examples from other companies to sell the vision; and enlisting top management, natural leaders, and other key individuals and groups to support the vision and influence others to join the change effort.

Component 4: Manage the transition; develop the change plan and process

Developing a concrete yet flexible master plan that is aligned with the vision; creating and implementing supporting subplans (for example, plans for communication, finances, and logistics); documenting and monitoring timetables, key milestones, and accountabilities; creating one or more planning teams and making sure that these teams have the requisite time, resources, stature, and expertise; ensuring that communication vehicles are timely, frequent, and accurate; training, empowering, and rewarding or sanctioning people in ways that support the change; and regularly monitoring progress using agreed-upon measures.

Take Charge Of The Change

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Take Charge Of The Change:

Take Charge Of The Change Book Review: Unveiling the Power of Words

In some sort of driven by information and connectivity, the ability of words has be more evident than ever. They have the capability to inspire, provoke, and ignite change. Such is the essence of the book **Take Charge Of The Change**, a literary masterpiece that delves deep into the significance of words and their impact on our lives. Written by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book is key themes, examine its writing style, and analyze its overall effect on readers.

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