



Take Charge of Change with the Enneagram

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.

Component 5: Reduce resistance

Take Charge Of The Change

N Colangelo



Take Charge Of The Change:

Unveiling the Magic of Words: A Review of "**Take Charge Of The Change**"

In some sort of defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their capability to kindle emotions, provoke contemplation, and ignite transformative change is truly awe-inspiring. Enter the realm of "**Take Charge Of The Change**," a mesmerizing literary masterpiece penned with a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve into the book's central themes, examine its distinctive writing style, and assess its profound impact on the souls of its readers.

https://archive.kdd.org/About/publication/HomePages/That_Constant_Coyote_California_Stories.pdf

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