

8 VECTORS OF ORGANIZATIONAL CHANGE



1

CLARITY

To successfully execute change, it is critical to know the goal of the change. You have to know the goal on a high level AND know all of the details.



2

COMMUNICATION

People do not gain the level of understanding they need to act differently from communications directed AT them.



3

CULTURE

Every change in a practice touches its culture. Employees will need to think and interact differently. They will need to learn new skills and create new processes.



4

LEADERSHIP

If you want people to behave differently, then leaders have to go first. To achieve change, leaders can't continue to operate the same old way.



5

COACHING

Practices and teams with great coaches adapt more quickly and build skills and capabilities faster. They improve performance and achieve greater results.



6

STRUCTURE

Changing the structure is one way practices break down walls between teams and facilitate innovation, communication and collaboration.



7

PROCESS

Leaders may profess that they want to operate differently. But often, they leave processes in place that inhibit what they want to become.



8

TALENT

You need a strong link between what you want your practice to be and whom you hire to get you there. What qualities do you want on your team?