Effective Principles of Change Management for Leaders

WOMEN ENGINEERS SECTION

reported by

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Participants at the talk on Effective Principles of Change Management

On 11 March, 2017, a CPD talk on The Effective Principles of Change Management for Project Sponsors/Leaders (Mid-Managers/C-Suite Executives) was held at Wisma IEM.

The 20 participants who attended, wanted to know what Change Management, in terms of managing the people side of change, was all about. The key points of the talk were on how to effectively lead "Change" and actions that could make "Change" happen, in the context of playing the role of a leader in order to translate the vision of change from the C-Suite to the ground troops. This is extremely critical to the success of any organisation.

The talk brought forth a different perspective for leadership in navigating change. Change is the result of constant focus on improving performance, identifying opportunities for growth and addressing issues that prevent an organisation's growth. Leading Change comes in many forms: Processes, people, technology and even business structure. Change for processes, technology and structures can be straight forward aspects to tackle, but not the case of Change for people.

How can leaders be better equipped to lead Change? This was the main question asked by speaker Dr Diana Jayasauri. The talk was engaging and interactive just as how successful change management would require engaging people across all levels to deliver the change.

The participants shared their personal stories and related to the conundrum of Change from an individual/organisational level, with various exchanges of opinions by reflecting on their past, present and future. The atmosphere was fuelled by fun and laughter as participants were challenged to interpret the description of a local food dish and then to draw it as a team, based on what they thought it was, despite the limited information provided. This made them realise the power of clear communication and team spirit to win the challenge. This illustrated the practical application of PROSCI Change Management methodology and framework i.e. ADKAR (Awareness, Desire, Knowledge, Ability and Reinforcement) in a holistic manner.

At the end of the session, the participants realised that Change was from within and that to manage the people side of Change effectively, all it took was to treat everyone as his/her own – principle of inclusiveness and acceptance of diversity. In other words, when it rained, we would share an umbrella with anyone despite the differences that might emerge between one another. This was simply because Change was not a matter of luck. It was a matter of strategy, a strategy of togetherness in making the Change happen successfully.

Change is the only constant and everything else is in constant change. Making change forces one to act. Allowing change gives one time to accept and embrace it! ■

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