Helping your team embrace and manage change – 6 strategies

1. **Help them understand the need for change**
   Share information openly. If you help your team see what you see, know what you know, and understand what you understand, they will probably reach the same decision regarding the need for change.

2. **Engage your team in planning the change**
   “Those who plan the battle rarely battle the plan.” Involving your team creates a sense of ownership in the outcome of the plan, resulting in a higher level of engagement and commitment to the success of the plan.

3. **Address the concerns of your team members**
   - The first stage is information concerns. Your people need to know what the change is and why it’s needed.
   - The second stage is personal concerns. Team members want to know how the change will impact them individually.
   - The third stage is implementation concerns. How will this happen? What do I need to do? Will there be enough time?

4. **Give the team autonomy and permission to make changes**
   Create clear boundaries for what they can influence so they feel more in control of the change process.

5. **Create emotional moments to help the team “feel it”**
   Take time to acknowledge what has been achieved and celebrate the new team or department

6. **Be open to feedback and changing course**
   Responding to feedback defensively by digging in your heels and refusing to listen to others will only cause your team to lose commitment and actually work against the success of the plan rather than working for it.