

The change – our chance to success

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Introduction

Change – our chance to success.

**Heart of change – change of
people's behavior.**

**Change of people's behavior –
a change of their thinking
or
is mediation of impressive,
provoking and convincing
vivid experience, usually
accompanied by deeply felt
experience of success.**

**Feelings and emotions
change behavior of people
to that extent that they
can overcome even
various obstacles to
fundamental change.**

Eight steps of process of change by Kotter

Step 1 – strengthen the feeling of necessity of change

Step 2 – make a leading team

Step 3 – formulate right visions

Step 4 – spread visions of change and win their followers

Eight steps of process of change by Kotter

Step 5 – make space for acting and support followers of change

Step 6 – create opportunities for quick success

Step 7 – do not slacken off

Step 8 – strengthen achieved changes

What supports the process of change?

- trust, faith, optimism, passion, hope, enthusiasm

What subverts the process of change ?

- anger, self satisfaction, pessimism, arrogance, cynical mood, insecurity, fear

Conclusion

Albert Schweitzer's statement : „An example is not the main thing by which we influence others. It is the only thing. “

Tasks for students

1. What is my emotional approach to change? Is it positive or negative?
2. Do you understand eight steps by Kotter on the way to success at implementing big change?