

# Change Leadership: Setting a vision and Overcoming Resistance



# Leadership

Our team has extensive experience in helping leaders improve their capacity to lead change and we are ready to help your leaders' step up their change game!

Change Management and Change Leadership are two very different things. Their rise to prominence has been essential for helping organizations evolve in constantly shifting digital environments. Here is the difference:

**Change Management:** The set of basic tools and structures to keep change efforts under control. Change Management is designed to correct a past initiative that needs updated or eliminated.

**Change Leadership:** The ability to harness the power of people, visions, and processes responsible for large-scale change, culture transformation and to sustain the transformation.

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# 5 Change Leadership Skills 4 Priorities



## 5 Change Leadership Skills - EQ



Self-awareness  
Self-regulation  
Motivation  
Empathy  
Social-awareness

## 4 Priorities for Change Leadership

### 1. Monitor trends and emerging tech

- What market forces and trends are driving the industry?
- What internal challenges are preventing you from keeping up?
- What changes are your competitors already making?

### 2. Optimize and align talent

- Does your workforce have the necessary skills?
- Will you need to upskill, hire new talent or create a reduction in force situation?
- Does your organization structure match the new workflow?

### 3. Determine the kind of change is needed

- What challenge will this change help you solve?
- How will the change empower the workforce?
- How will the change improve productivity?
- How will it make you more competitive?

### 4. Know the EQ of the Executive Team

- Can your leaders connect with and engage employees?
- Can they build a team or coalition to affect change?
- Are your leaders prepared to upskill?

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