Leading Change

DURATION: 50 minutes

TEACHING METHOD: Read and Discuss

READING: Leading Change – Why Transformation Efforts Fail, John P. Kotter, Harvard Business Review

Teaching Aids/Handouts: Leading Change – Why Transformation Efforts Fail, John P. Kotter, HBR

LESSON OBJECTIVE: Know what it will take to lead transformational change in your program, region, or nationally.

DESIRED LEARNING OUTCOMES (DLO):

1. Know the 8 steps to lead transformational change in any organization.

2. Know the 8 common errors that can doom transformational change.

3. Identify a major change you would like to see at any level in the organization.

4. Using the 8 steps, create a strategy to make the change a reality.

LESSON STATEGY: Read the handout, Leading Change – Why Transformation Efforts Fail by John P. Kotter. Discuss previous transformational changes in the organization, and why they succeeded or why they failed. Using the 8-step method, create a strategy for a transformational change at any level in the organization.

INSTRUCTOR NOTE: This lesson focuses on successfully creating strategies to create transformational change.

REVIEW: Ask students if they have any questions about the reading. If they have questions, answer them or have everyone research an answer. If not, proceed with a short review of the handout. Ask students to share the most important points from the reading. Encourage several students to participate and share.

BRIDGE: We just talked about leading transformational change.

SUGGESTED DISCUSSION QUESTIONS:

Lead Off Question: Do you think the author is correct in his thinking?

Supporting Question: Is change a process or an event or can it be both?

Supporting Question: Do you agree or disagree with his stages for effecting change?

Supporting Question: Are there any stages you would subtract from his list?

Supporting Question: Are there any stages you would add to his list?

Supporting Question: Do you now have enough information to make a transformational change?

CLOSURE: Civil Air Patrol at all levels continues to face unique opportunities and unique challenges to take advantage of those opportunities. When opportunity knocks on your door, will you be ready?

CLOSELY RELATED LESSONS:

Strategic/Executive Leadership

Emerging Leadership Trends & Self Dev

CAP Culture and Its Unique Challenges

Marketing and Strategic Communications