

WINNING MINDSET FOR LEADERSHIP

BE THE SYSTEM CHANGE ROLE MODEL

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Change is the only constant in the world. Organic development, as opposed to abrupt development, occurs gradually and naturally. Leaders must understand organic change, but they must lead deliberate change efforts to address today's challenges. The ability of a leader to implement change is becoming increasingly important for the survival of the organisation in the face of economic volatility, technological advancement, and globalization. Organisational leaders will place a premium on those who have the ability to lead and implement change in their organisations as the pace and magnitude of global, national, and organisational change continues to accelerate. Change management is no longer a desirable skill, but rather a necessity.

Design and plan the System Change

You can lead a country, a ministry, an organisation, or a function within an organisation. System changes are required at all the levels. You have to first ask what exactly the required change is and why you want it. To answer this question, you have to have a stakeholder dialog and expert brainstorming, which will help you finalize smart goals and the real reasons for change.

As the change champion, you have to be enthusiastic about new or different ways of doing things and be determined to see them implemented. In doing this, you have to explore the field outside your organisation or even country for examples of successful change. Choose what aspects of those stories you can apply to organisational change. Finally, you must ensure that the expectations of your customers and other beneficiaries are in line with your design specifications when making the change. It is important to decide how you will measure the success of the change and how you will measure the outcomes.

Inspire the System's Change

An essential part of your role as a change champion is helping your teams overcome their resistance to change by bringing new perspectives to national or organisational issues. Leaders of change are proactive in preparing their organisation for the challenges ahead, both immediate and long-term. They have achieved great success by successfully

future-proofing their company and themselves. A leader's role is to draw attention to a threat that needs to be addressed immediately, to position change as a long-term undertaking that requires perseverance, to explain how change benefits the organisation and its people, to effectively promote an idea or vision, and to inspire action and commitments toward it. Engage others, especially those who are resistant to change, by being open and honest in addressing their fears about change. You'll be viewed as a role model for your co-workers if you successfully implement the suggested organisational changes. You should be able to motivate your superiors and persuade others in the company to adopt your ideas. You need to be able to listen well in order to gain a better understanding of the viewpoints of others. Help people see how they can contribute to the transformation of the organisation. You should go to areas where there is a high level of enthusiasm for change and take advantage of the people and resources that are already working in your favour. You should be able to rejoice in small victories as you work toward a greater goal. You're prepared to expel those who stand in the way of progress.

Good ideas and an enticing manner of communication are essential if you want to motivate others to action. To further complicate matters, making a change calls for both calm persistence and unwavering emotional fortitude. In addition, you should have a way to incorporate other people's ideas into the process of making a change. For the best outcome, you must overcome the resistance to the change. You should not spend too much time convincing others of the merits of your ideas. Get a sense of the forces that are in favour of

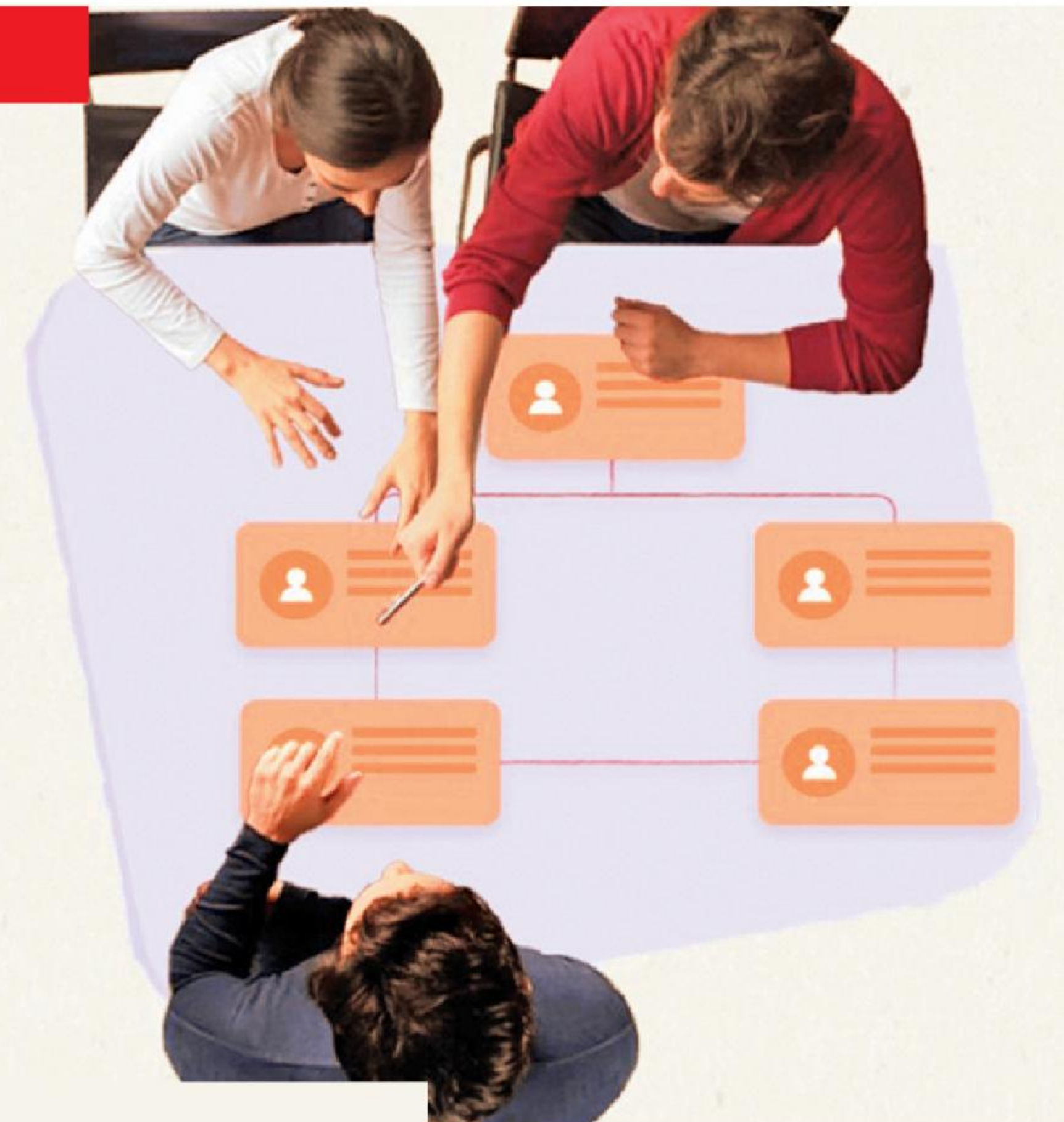
and against making changes. People and groups affected by the change should be identified. You need to understand the motivations of the stakeholders involved in the decision-making process.

There are times when it is preferable to focus on tested concepts rather than wasting time on untested ones. Furthermore, it is critical to avoid being perceived by those around you as a threat to the current power structure, both informal and formal. If your company has grown accustomed to its own complacency and smugness, or if your organisation's change initiatives have a history of backfiring, you must be extremely strategic and skilled in your communication. Furthermore, you can train employees who are adaptable.

It is imperative that you establish urgency. You must do four things at once in order to create urgency. To begin with, you must invigorate and motivate people to make a shift in their behaviour. As a second step, try to alleviate any feelings of fear, anger, or complacency. Three, you must provide a step-by-step plan of action. Fourth, you must facilitate the removal of all obstacles and bottlenecks.

Implement the System Change

Leaders who are adept at implementing change should make an honest effort to understand the impact of change on others. Employees should be kept informed of any future changes that may affect them. You should modify and refine the implementation plans based on feedback from others during the change, and make adjustments along the way.



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You must be a good listener who is sensitive to the concerns and ideas of others about the change. You are also perceived as direct and proactive. You should acknowledge and thank people for their contributions to change. Seek advice from people who are not directly involved in the situation, and set a good example. You must be able to communicate the big picture to your employees in order for them to understand why key decisions are made. To do so, you must fully understand the change rationale communicated from higher levels of management. You must engage others rather than control them. You must have excellent interpersonal and collaborative skills. You should be able to persuade others. You should avoid rushing to implement the change because it will confuse and overwhelm others.

Consensus should not be prioritized over quality and excellence. Make an effort to meet with people on a regular basis and spend time talking about the change, its impact, and their reactions to it. People want a sense of control, so give them viable options within the confines of the change initiative. You should create a simple and user-friendly mechanism for people to learn about the changes and get answers to their questions. You must provide clear and compelling evidence for the need for the change. Furthermore, effective communication with your stakeholders is critical for discussing progress, making changes, and retaining their support.

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You must ensure that the internal sponsors of the change remain aligned and committed to it. You must manage the opposition and be perceived as adaptable.