

# Leading Change

*Transforming Professional Learning Webinar Series*

M. René Islas, Director  
Center for Results  
Learning Forward



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# Change Is A Reality



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# 70 / 30 Rule of Change Management



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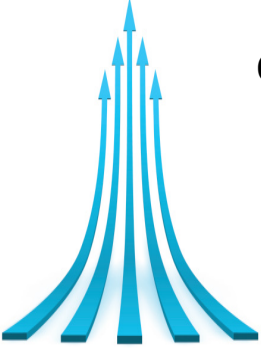
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**OUR AGENDA**

- Barriers to Change
- Review Change Models
  - IPECC
  - 3-Step Change Model
  - Concerns Based Adoption Model
- Pathway to Achievement



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Barriers to Success



**Barrier #1**  
*Complacency*

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Barriers to Success



**Barrier #2**

*Not building a powerful guiding coalition*



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Barriers to Success



**Barrier #3**

*Underestimating the value of a real vision*



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Barriers to Success



**Barrier #4**

*Under communicating the vision for change*



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Barriers to Success



**Barrier #5**

*Being paralyzed by obstacles*



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Barriers to Success



**Barrier #6**

*Failing to create short-term wins*



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Barriers to Success



**Barrier #7**

*Declaring victory too soon*



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### Barriers to Success



#### Barrier #8

*Failing to institutionalize behaviors*



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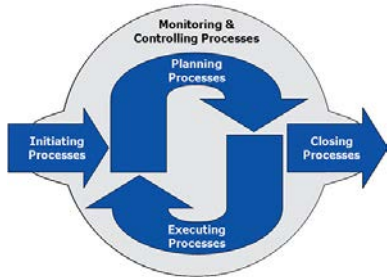
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### Project Management Institute IPECC



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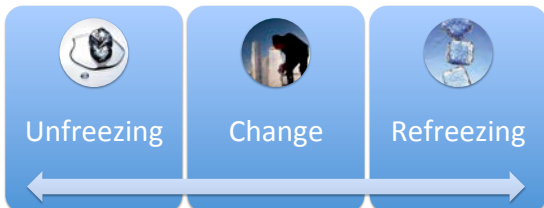
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### Kurt Lewin's 3-Step Change Model



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**Gene Hall & Shirley Hord  
Concerns Based Adoption Model**

Stages of Concern	Innovation Configurations	Levels of Use
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**The Pathway to Achievement**



A Framework for Sustainable Change



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**Study**



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Understand



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Dream



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Plan



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**LEARN MORE**

1. Learning Forward | [www.learningforward.org](http://www.learningforward.org)
2. SEDL CBAM | <http://www.sedl.org/cbam/>
3. Center for Results | [www.learningforward.org/results](http://www.learningforward.org/results)
4. Kotter International | <http://www.kotterinternational.com>



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**Leading Change**  
WE ARE HERE TO SUPPORT YOU!



TEL. 202.630.1489  
[WWW.LEARNINGFORWARD.ORG/RESULTS](http://WWW.LEARNINGFORWARD.ORG/RESULTS)  
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