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Dr. Billie G. Blair is president/ CEO of Leading & Learning, Inc. She has worked with corporations and organizations for 25 years, both as a corporate leader and through heading the 30-person organizational development firm, Leading & Learning, Inc. Contact her at: 951/699-2381; blair@leadingandlearninginc.com.

What is your most pressing issue? Email and we will address your topic in an upcoming issue of *Lead-Zine*. Address emails to: sseanez@leadingandlearninginc.com

This month's topic: Organizational Change Management

Because change is pervasive in our organizations, two of the most critical elements of leadership are *change initiation & management*. Most managers have had limited training in the specifics of leading organizational change, yet are required on a daily basis to address marketplace opportunities. . .that result in *changes* in organizational structure and employee functioning. A company's success is determined by the leader's ability to institute regular change by: articulating clear strategies for *change initiation*, and managing the interplay of emotions and cognitive processes during the *change management* phase. **Sound strategies for managing change are:**

- ***Structure and posit the change proposition well.*** Clearly describe and justify the changes that are proposed.
- ***Anticipate resistance & talk openly about reactions to change proposals.*** Either you, as the manager, or an expert hired to assist with change situations, will need to confront employee fears and concerns.
- ***Inspire trust and teamwork.*** During the planning and initiation phase, focus on engendering trust and inspiring teamwork among your employees.
- ***Allow ownership of the change process.*** Through teambuilding efforts, employees should own the change process as well as the path followed to secure the change.
- ***Leaders must lead.*** Employees must be convinced, in both words and actions, that the leader is fully behind the change process and knows how to conduct it.