



## **REACH Change Leadership - Knot Tying to Make Change Stick**

Rich Tricker, L&D Programme Director, Ashorne Hill



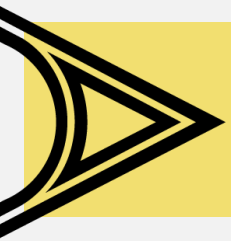


Me.

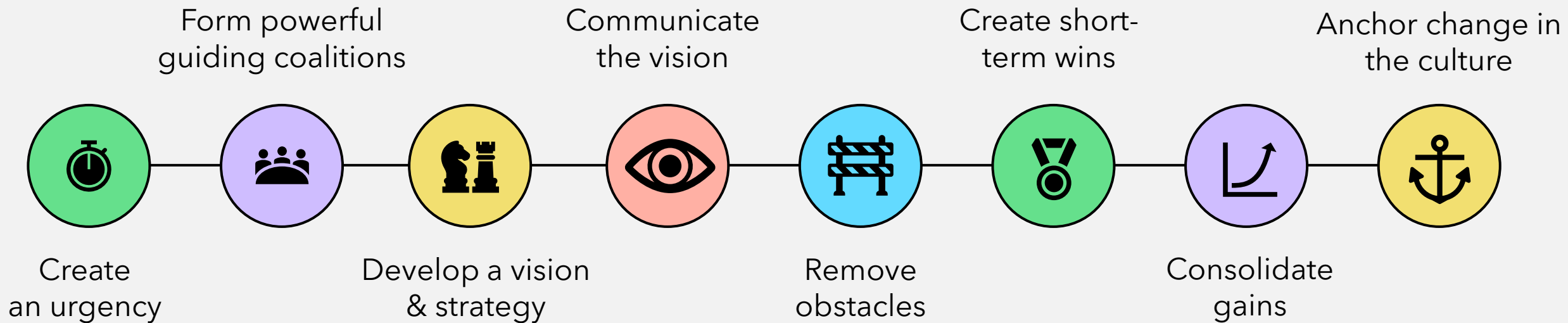




Also me, when I sense imminent change.



# KOTTER'S 8 STAGES OF CHANGE





# MAP OF ME

We can anticipate, navigate and manage change better based on what we already know. Our 'self' can be helpful (and unhelpful) during change

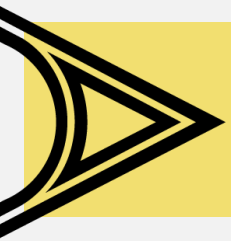
 ASHORNE  
ADVANTAGE

My Why	My Values	How I Show Up

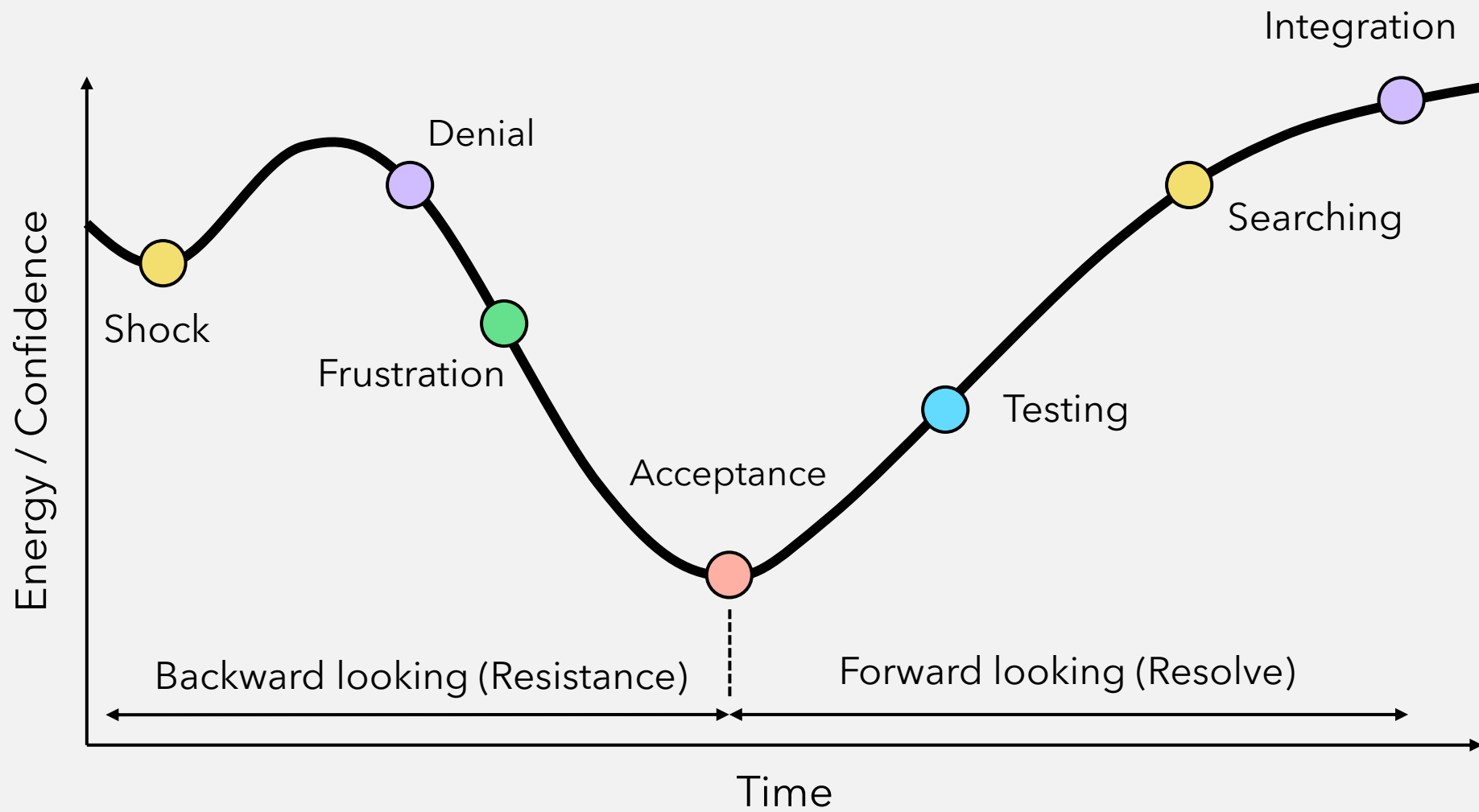
**Map of me**

My Triggers	Staying on Track	What Next?





# THE CHANGE CURVE





How well do we do at change?



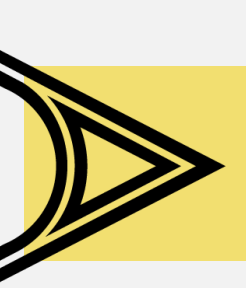
McKinsey & Company:

**70%**  
of change  
initiatives **fail**

So, what can we do?







...and how is this going to help?



# R E A C H

**Receptivity** - How 'ready' are we?





**R**

**E**

**A**

**C**

**H**

Engagement





**R**

**E**

**A**

**C**

**H**

**Action**





R

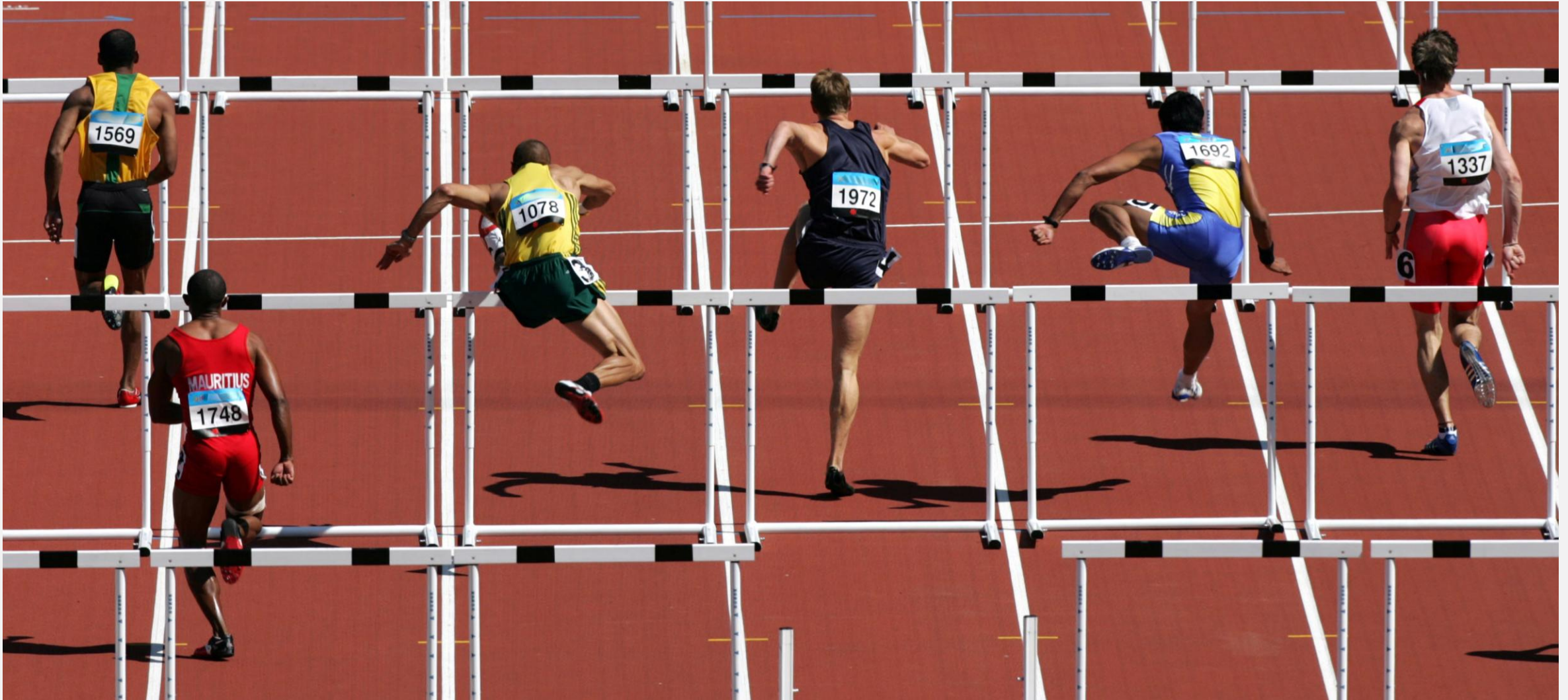
E

A

C

H

Challenge



# REACH Habit







**R**

Receptivity - are we ready?

**E**

Engagement - have we got the right ambassadors onboard?

**A**

Action - are we doing the right things?

**C**

Challenge - what challenges can we foresee? How are we going to overcome these?

**H**

Habit - how are we encouraging / rewarding the right behaviour and making this stick?



