

Report of CBSE Webinar

DATE: 6 May 2021

TIME: 11:30-12:30 AM

Topic: Managing Change

Host: CBSE CoE Dehradun

Event number: 184 558 0891

Event password: fhZyRGJX258

ATTENDED BY: Ms. UZMA ABBASI

Following points were explained:

New ways of working: Communicate clearly, Lead by example, Be extra flexible and Adjust work experience

Change needs to be managed: When people are aware of the change, When people have all the resources and tools to make change happens and When people are held accountable

Resistance Triggers: People feel their future security could be threatened, They will be negatively impacted financially, People work's relationship, Change changes are made to their levels of responsibility, The learning curve for the new role is too steep.

Report Submitted by :

UZMA ABBASI

12:15 PM

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NEW WAYS OF WORKING

1. Communicate clearly and be decisive
2. Lead by example
3. Be extra flexible
4. Adjust work expectations

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12:09 PM

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ADKAR MODEL

ADKAR MODEL	ADKAR MODEL	ADKAR MODEL
<p>Assessment - <i>Can we afford for change?</i></p>	<ul style="list-style-type: none"> • What is the nature of the change? • Why is the change necessary? • How do the risks and benefits compare? • What's in it for me (WIIFM)? • How do the risks and benefits compare? • What's in it for me (WIIFM)? • How do the risks and benefits compare? • What's in it for me (WIIFM)? 	<ul style="list-style-type: none"> • Personal choice to support, engage and participate in a Change • Personal motivation to support the change • Organizational drivers to support the change • "I don't really see why the change was taking place or a lack of employees."
<p>Desire - <i>To participate and support the change</i></p>	<ul style="list-style-type: none"> • An understanding of HOW to change • Training and education on new skills • The process of learning new tools, techniques and processes 	<ul style="list-style-type: none"> • The demonstrated capability to implement the change • Achievement of the desired change in performance or behavior • A focus point in our world for change. In a global, 24/7 economy, skills, behaviors, reporting relationships, and workflows have been implemented.
<p>Knowledge - <i>On how to change</i></p>	<ul style="list-style-type: none"> • Any action or event that strengthens the change or increases the likelihood that the change will be continued • Recognition, Rewards, Incentives, Measurements, Successes • Without reinforcement, people may revert back to the old way of doing things, and the project team may deliver the intended results. 	
<p>Ability - <i>To implement required skills and behaviors</i></p>		
<p>Reinforcement - <i>To sustain the change</i></p>		

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