

Change and Transformation Resources

To save you time searching for relevant resources, I have listed my current favourites drawn from a wide range of sources. If you have additional information to share, please get in touch.

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Standards:

There are two organisations who dominate the change management profession:

1. Change Management Institute – <https://www.change-management-institute.com/>

The CMI has developed a Body of Knowledge which sets out the knowledge, skills and experience that effective Change Managers should possess, covering 11 topics - <https://www.change-management-institute.com/buycmbok>

2. The Association of Change Management Professionals – <http://www.acmpglobal.org/?AboutACMP>

The ACPM has developed a standard - <http://www.acmpglobal.org/?TheStandard>

Great videos:

How to motivate individuals to change – Dan Pink <https://www.youtube.com/watch?v=u6XAPnuFjJc>

A reminder of why we need to emphasise the positives about our change initiatives
<https://www.youtube.com/watch?v=7XFLTDQ4JMK>

How great leaders inspire action
http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action?language=en

Fantastic ideas for addressing resistance to change <https://www.youtube.com/watch?v=vPhM8lxibSU>

How to create behavioural change by breaking change into small habits <http://tedxtalks.ted.com/video/Forget-big-change-start-with-a>

Don't forget, helping people to create new behaviours is more effective if it meets their preferences. These resources help us to understand the needs of different generations:

<http://www.economist.com/news/business/21586831-businesses-are-worrying-about-how-manage-different-age-groups-widely-different>

<http://www.forbes.com/sites/rawnshah/2015/02/23/working-beyond-five-generations-in-the-workplace/#18aec1b63702>

This is a famous video about not ignoring the contribution that introverts can make and is a reminder that so many of our change activities e.g. workshops, discussions etc favour those with a more extrovert personality
https://www.ted.com/talks/susan_cain_the_power_of_introverts?language=en

And of course, behaviour change requires us to have excellent levels of emotional intelligence. This is my current favourite video to explain the basics of EQ <https://hbr.org/video/4421646384001/the-explainer-emotional-intelligence>

The bigger picture of neuroscience if you want the background <https://www.youtube.com/watch?v=CM2wIS8UejE>

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Models:

Change Management Institute Organisational Change Management Maturity Model

https://www.change-management-institute.com/sites/default/files/Organisational%20Change%20Maturity%20Model%202012_0.pdf

Change Management Institute Change Manager Competency Model

https://www.change-management-institute.com/sites/default/files/CMMasterLevelCompetencyModel_2012%20V2.3.pdf

Short papers:

Involving line managers and front line staff in change initiatives

<http://www.mckinsey.com/business-functions/organization/our-insights/the-people-power-of-transformations>

New behaviours also have to align with your values. This is an interesting article about encouraging people to identify their values and decide on their actions as a result of this: <https://hbr.org/2013/11/emotional-agility/ar/1>

Creating a change management framework <http://agilechangemanagement.co.uk/wp-content/uploads/2014/12/Lessons-learned-from-creating-a-change-management-framework-main.pdf>

Change Management Office benefits and structure <http://agilechangemanagement.co.uk/wp-content/uploads/2015/03/CMO-whitepaper-FINAL.pdf>

Useful books:

Quick, practical ideas for encouraging change

https://www.amazon.co.uk/Practical-Guide-Change-Management-techniques-ebook/dp/B06X6FFN67/ref=sr_1_6?ie=UTF8&qid=1488486744&sr=8-6&keywords=practical+change+management

Lots of useful influencing ideas

https://www.amazon.co.uk/gp/product/B00KCOH1FA/ref=oh_aui_d_detailpage_o01?ie=UTF8&psc=1

Creating leverage and nudging people to adopt the behaviours that you want

https://www.amazon.co.uk/Pre-Suasion-Revolutionary-Influence-Professor-published/dp/B06X93D72L/ref=tmm_pap_swatch_0?encoding=UTF8&qid=1488486917&sr=1-1

A really interesting book on neuroscience: <http://www.koganpage.com/product/neuroscience-for-organizational-change-9780749474881>

Useful ideas on how to apply positive psychology to your change initiative

<http://eu.wiley.com/WileyCDA/WileyTitle/productCd-0470683201.html>

Thought provoking ideas on creating the most effective environment for change for all those impacted by your change initiative http://www.amazon.co.uk/Humble-Inquiry-Gentle-Instead-Telling/dp/1609949811/ref=sr_1_1?ie=UTF8&qid=1432294073&sr=8-1&keywords=edgar+schein

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How to create trust amongst those affected by change http://www.amazon.co.uk/Speed-Trust-Thing-Changes-Everything/dp/1847392717/ref=sr_1_1?ie=UTF8&qid=1432294160&sr=8-1&keywords=stephen+covey+trust

How to use the appreciative enquiry technique http://www.amazon.co.uk/Positive-Psychology-Work-Appreciative-Organizations/dp/0470683201/ref=sr_1_7?ie=UTF8&qid=1432300198&sr=8-7&keywords=sarah+lewis

Great book on how to prepare persuasion arguments – used for developing compelling stories about change
http://www.amazon.co.uk/Art-Speeches-Presentations-Secrets-Remember/dp/0470711841/ref=sr_1_3?s=books&ie=UTF8&qid=1432293895&sr=1-3&keywords=art+of+presentations