

**phase I**

PREPARE TO LEAD THE CHANGE

Purpose of the Phase

To prepare leaders to lead their change effort successfully through:

- 1) Starting up and staffing the change effort
- 2) Determining their case for change and initial desired outcomes (and vision)
- 3) Clarifying and building the organization's required levels of readiness and capacity to succeed in the change
- 4) Strengthening their own capability to understand, commit to, and model the required mindsets, behaviors, and approaches required to succeed in the transformation
- 5) Clarifying the overall change strategy for achieving their results
- 6) Establishing the optimal conditions, process, and change infrastructure to succeed.

Activities

Activity I.A. – Start Up and Staff Change Effort