



## Leading Through Change Toolkit

### What this toolkit is about

During the last century we have experienced a rapid rate of change, primarily fuelled by technology, but also by our desire to understand and develop our world. Rapid change is here to stay. Because of this, being an aware and purposeful change leader is a vital aspect of leadership.

Technological advances work hand in hand with globalisation, changes in our societies' paradigms and New Zealand's changing demographics to drive change. Knowing how to communicate your vision for change and knowing which style of leadership is appropriate in each change situation will help you to keep pace and effectively move your organisation in whichever direction it needs to go.

### What you will learn:

- why change leadership is so important
- how change management is different from change leadership
- important aspects of communicating your vision for change
- Kotter's eight steps to transforming your organisation
- leadership styles for change
- change resistance.

### What you will use this toolkit for

As change leadership is now an essential leadership competency, you will need to know the difference between change management and change leadership. This toolkit provides this information along with outlining your role in change and providing you with the different change leadership styles: their advantages and disadvantages.

You will explore the importance of communicating your vision, and factors which influence change resistance. Following on from there, you can use 'Kotter's eight steps' to transforming your organisation to remind you of what is important to take care of when you are leading change.

### This toolkit contains:

- Leading through change resource
- Planning for change—worksheet
- Case studies.

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