

Kotter's Eight Steps in Leading Change

1. Create Urgency

Establish a sense of importance about the need for change.

2. Form a Powerful Coalition

Assemble a group with shared commitment and enough power to lead the change.

3. Create a Vision for Change

Define a clear vision and strategy for the change.

4. Communicate the Vision

Continuously communicate the vision and strategies, and ensure they are understood by all.

5. Remove Obstacles

Get rid of any obstacles or barriers to change and empower employees to take action.

6. Create Short-Term Wins

Achieve visible results quickly to maintain momentum.

7. Build on the Change

Keep pushing for more change, and don't let up. Use gained momentum to create more change.

8. Anchor the Changes in the Culture

Ensure the changes are seen in every aspect of the organization and become core to the culture.