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Effects on leadership
:Change driver may allow the
leaders in Marks and Spencer
to consider new approaches
for motivating the team
members and acquired optimum
performances (Erdogan et
al., 2015). It can be said
that during the times of
change, leaders in the
organisation might face
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followers.

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plan.. Every business
requires change in order to
survive. If a company
doesn't innovate and react
to... 2. Understand the end

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Author. It's critical to understand the end goal and objectives before starting out. Ask, Where is... 3. Communicate ...

How to Lead Your Team Through Change

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? John P. Kotter, *Leading
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1 likes. Like "Without short-
term wins, too many
employees give up or
actively join the
resistance. Creating" ? John
P. Kotter, *Leading Change
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likes. Like "Speed of change
is the driving force.
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is the only answer."

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Leading Change - an eight
stage process. 1.

Establishing a sense of
urgency. 2. Creating the
guiding coalition. 3.

Developing a vision and
strategy . 4. Communicating
the change vision. 5.

Empowering broad-based
action . 6. Generating short-
term wins . 7. Consolidating
gains and producing more
change. 8. Anchoring new
approaches in the culture

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Kotter proceeds to explain his eight-stage process of creating major change that consists in (1) establishing a sense of urgency (2) creating the guiding coalition (3) developing a vision and strategy (4)

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communicating the change vision (5) empowering broad-based action by getting rid of obstacles and changing systems or structures that undermine the change vision (6) generating short-term wins (7) consolidating gains and producing more change (8) anchoring new approaches in the culture.

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