



8 Steps to Guide Change Initiatives

In his book, *Leading Change*, John Kotter outlines eight steps for navigating change. Consider which steps are present in your change process and which steps may need greater attention as you move forward in ministry.

1 | Create urgency

- Leaders model and articulate a sense of urgency. They seek to move beyond the status quo.
- Leaders are willing to take risks that may lead to more excellent ways of doing ministry.
- Leaders remove bottlenecks and streamline processes so that decisions can be made quickly.
- Leaders acknowledge that business as usual is no longer an acceptable plan.

2 | Form a guiding coalition

- There is a sufficiently large guiding coalition.
- The coalition is growing larger every month. A plan exists for increasing the size of the coalition.
- Key influencers are part of the guiding coalition. Their talents are being consistently used.

3 | Inspire a compelling vision

- Leaders consistently communicate a clear, compelling vision of God's preferred future for their congregation.
- Leaders can clearly articulate the congregation's vision in less than five sentences.
- The vision is compelling enough that people are willing to sacrifice time, money, and energy to achieve it.

4 | Overcommunicate what matters

- Leaders take personal responsibility for communicating the vision.
- Leaders walk the talk. They model the way for others. Their enthusiasm for the vision is contagious.
- Leaders check to see if others are buying into the desired change (rather than assume that they are).

5 | Empower others to do what matters most

- Leaders inform members about how they can contribute RIGHT NOW, every month.
- Leaders help the congregation set aside time and money to support the vision.
- Leaders are aware of potential obstacles/resistance related to upcoming changes.
- Leaders have a plan for addressing anticipated obstacles. They have contingency plans in place.

6 | Create short-term wins

- Leaders have identified short-term wins and how they will publicly celebrate them.
- Leaders strategize how they'll use short-term wins to generate increased momentum.

7 | Consistently celebrate wins using all communication platforms

- Leaders avoid declaring victory too soon. They remain vigilant and persistent.
- Leaders have a plan for re-engaging and re-energizing people after the vision is achieved.

8 | Create new norms and systems to sustain momentum

- Leaders have a plan for anchoring the desired change efforts through storytelling and systems.
- New members, leaders, and ministry partners are oriented in the new ways of thinking and doing.



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