

How to make transitions less chaotic

By Auscar Wambiya

It is transition all over the place. The Ruto Government is transitioning from the Uhuru Government. County governments are transitioning across the country. The education sector is transitioning to the Competency Based Curriculum. The private sector has also seen major transitions in the recent past, more than at any other time in history.

Yet these transitions have seen confusion reign in their roll out with specific stakeholders lamenting about inadequate preparations, ineffective communication and overall lack of awareness and understanding of the goings on with far reaching changes being made at the last minute further causing headache to both those in charge of the transitions and those targeted with the transitions. Hence the need for these quick ideas on how to make transitions less chaotic.

First, prepare adequately in order to make transitions less chaotic. Such preparations need to maximize stakeholder involvement while being comprehensive in scope and breadth. Adequate preparations also means timeliness in drafting the necessary requirements foreseeable in order to make transitions work. In the education sector, adequate preparations would have averted a scenario where classrooms were constructed in Secondary schools for Junior Secondary School only for the government divert learning among this cadre to the primary schools.

Secondly, communicate effectively in order to reduce confusion during transitions. On this regard, maximum stakeholder appraisal of the situation of the transition as it envelopes is key. Effective communications reduces anxiety among beneficiaries, is key to planning during transitions and facilitates resource mobilization to make transitions less chaotic.

Third, adapt on transit to sustain the tempo of transitions. This means the ability to change often and swiftly based on emerging realities. The acceptance that transitions are volatile is fundamental to transition management. Events change and it would be foolhardy to proceed on the original transition plan if

new information that does not strengthen your previous course emerge. Learn to adapt to reduce on chaos. Only fools don't change their minds.

Fourth, avoid overhaul. In order to limit chaos, it is advisable that management makes changes in doses, not chunks. People generally resist change that radically alters the old way of doing things unless it is done in staccato and adjustments made over time. Change is best as increments not suddenly.

Finally, get going. You must avoid analysis paralysis that has seen management think through programs forever while time waits for no man. You must wake up to the reality that you will never have a perfect plan of action. Wisdom is having good plans and knowing when to roll them out and adjust midday. Without the discipline of execution, transitions never end as planners will always have one more thing that needs to be made right before implementation of the plan begins. Do not be caught in the planning web. Execute.

With adequate preparations, effective communications, adaptation on transit, avoidance of the temptations to overhaul and the discipline of execution, transitions become less chaotic and has immediate rewards to both the implementers and the beneficiaries.

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