**CELEBRATE SUCCESSES AND REINFORCE THE CHANGE**

Now that’s we’re implementing all the previous change, we can seek evidence and identify early successes. We can for example use stats like the reduction of garbage in town (69%) and the clearing of avenues in three time faster than before! These statistics will help everyone to understand the efficiency of the project and help everyone to get in the train.

Then, we can use celebrations technique to reinforce the change as the lewin’s model told us (refreeze).

Here a few ways to celebrate success:

* Offer medals for employees most invested in change ~ 5 000 euros
* Use managers of teams to congratulate those who will support the project by salary bonus ~ 20 000euros

Celebrating successes is important but it is not only to increases morale but it also builds support among those who waited to see it to believe it. But, we have to respect the budget and not spend too much while rewarding people.

Here a few cheaper ways to celebrate success:

* During normal meetings, congratulate everyone for the success of the project, it will bring them recognition
* Name everyone who contributed in the project
* Be sure to aware sponsors and stakeholder of the success too

When it’s over, the change management team will dissolve and the operational manager will take over. To do so, we need to inform sponsors that we will transfer ownership for the change and determine the time to transfer plus issues that will occur when it will happen.

The primary sponsor will see what further responsibilities they envision for the future change management team.

With all of this, we can ensure that the end of the project is also a success and we can put an end to it.