

MODULE 6

Leading for Change



LEVEL 1 OF LEADERSHIP: POSITION

People follow you because they have to



LEVEL 2 OF LEADERSHIP: PERMISSION

People follow you because they want to



LEVEL 3 OF LEADERSHIP: PRODUCTION

People follow because of what you have done for the organization



LEVEL 4 OF LEADERSHIP: PEOPLE DEVELOPMENT

People follow because of what you have done for them



LEVEL 5 OF LEADERSHIP: PINNACLE

People follow because of who you are and what you represent



John Maxwell - American author, speaker, and pastor who has written many books, primarily focusing on leadership.

5 Levels of Leadership

- Position – They have to follow you
- Permission – They want to follow you
- Production – You produce results
- People Development – You Recruit, Position and Equip People
- Pinnacle – Respect; They follow you because of who you are and what you have done

BREAKOUT ACTIVITY

1

What I wanted to
become,
when I was a kid.

2

Ten years from now,
I will be...

3

Top 3 Bucket List
of all time <3

CHANGE

- Targeted
- Specific Issues, Problems or Opportunities
- Can be temporary
- Can be incremental

TRANSFORM

- Comprehensive
- Radical shift
- More disruptive, deeper, radical
- Long-term
- Multi-dimensional, profound



HR ONLINE
PHILIPPINES

Strategic Analyses

Strategic Analysis



- Process that involves researching / reviewing / assessing an organization's business environment within which it operates, using certain frameworks or models
 - External Strategic Analysis: environmental scanning to determine and understand macro-environmental scenarios such as market growth or decline, the company's position, potentials, customer/market trends etc.
 - Internal Strategic Analysis: looking inwards (within the organization) to identify positive and negative points of the company/business unit

Strategic Analysis



External

PEST Analysis,
PESTEL/PESTLE,
STEEPLE, STEER, TELOS
and many more

Internal

SWOT Analysis,
Gap Analysis, VRIO,
McKinsey 7S

Strategic Analysis Model: PESTLE

<https://www.youtube.com/watch?v=GFVKKTwkANY>



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**POLITICAL
ECONOMIC
SOCIAL
TECHNOLOGY
LEGAL
ENVIRONMENTAL**

PEST/O Analysis

P: POLITICAL/LEGAL	E: ECONOMIC	S: SOCIO-CULTURAL	T: TECHNOLOGICAL
Elections, Government Policies, Legislation, etc.	Stability, Disposable Income, Inflation, Foreign Exchange, etc.	Age Ranges, Population, Social Classes, Education levels, etc.	Advancements - Artificial Intelligence, Internet Connectivity/Access, etc.
OTHERS:			
Environmental, COVID, Wars, Climate/Weather, etc.			

SWOT Model

	Positive	Negative
Internal	STRENGTHS	WEAKNESSES
External	OPPORTUNITIES	THREATS

Activity: SWOT/PESTO Analysis

	Positive	Negative
Internal	STRENGTHS	WEAKNESSES
External	OPPORTUNITIES	THREATS
	PESTO ANALYSIS	

Get the team
aligned

Build the team

Increase urgency



Get the vision correct

Get things moving

Communicate



Focus on short-term goals

Don't give up

Incorporate change

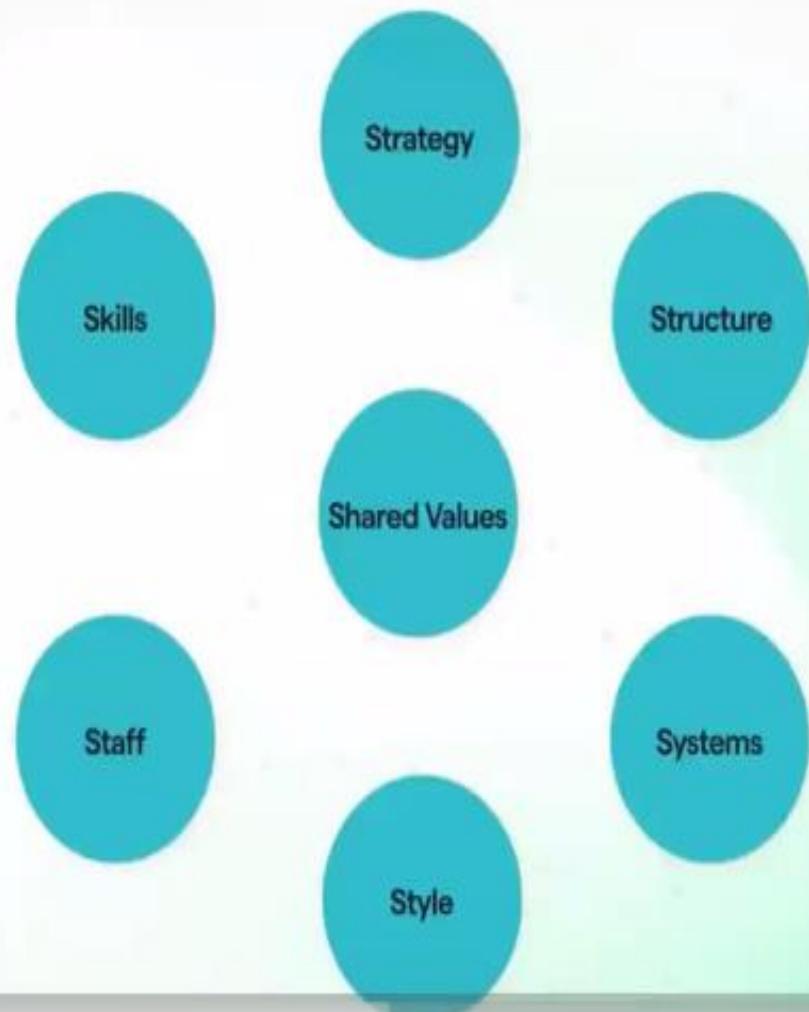


Don't give up



<https://www.youtube.com/watch?v=ksQ3f0y6smo>

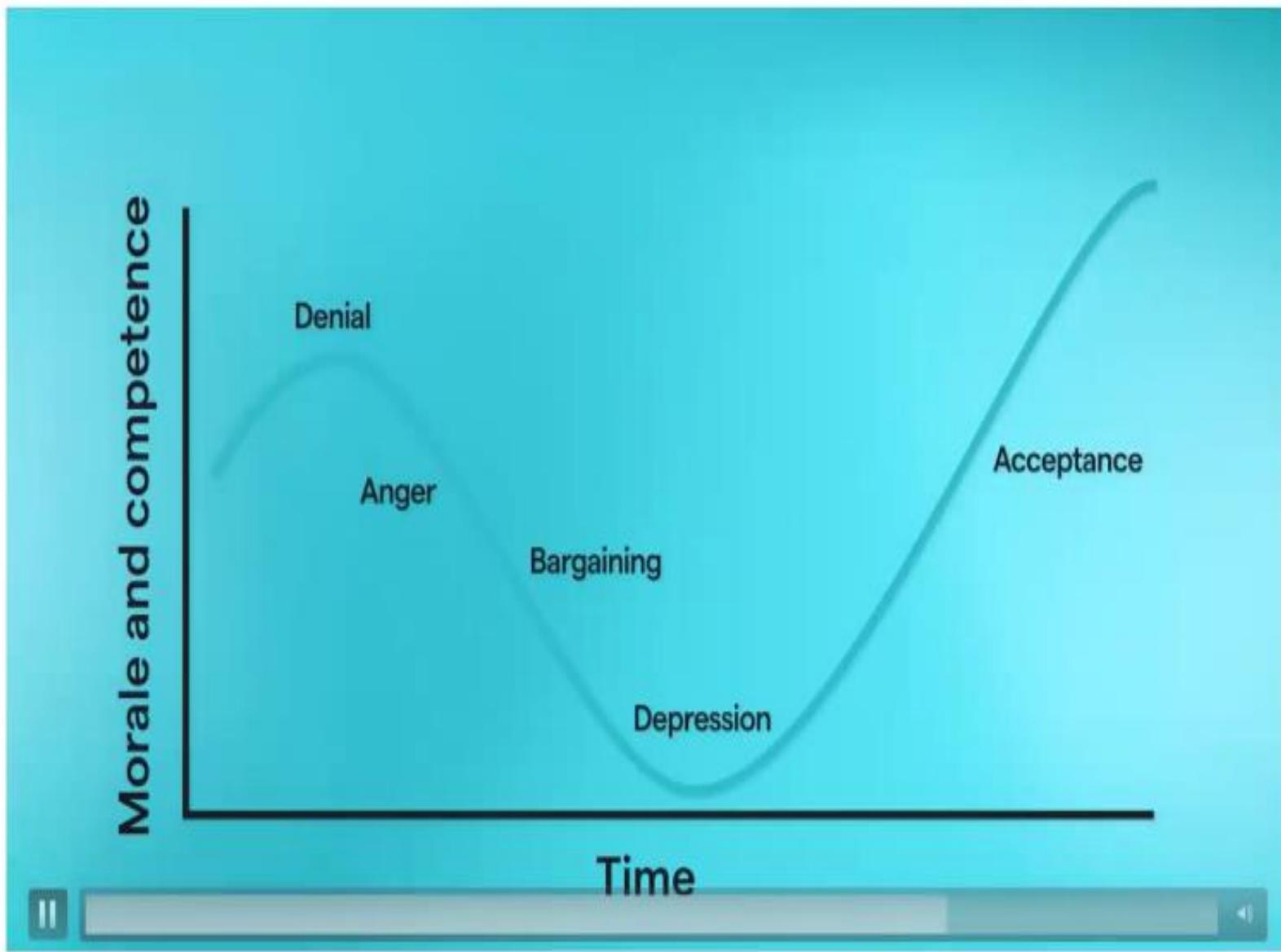
Models of Change Management



<https://www.youtube.com/watch?v=ksQ3f0y6smo>

Models of Change Management





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Models of Change Management



Lewin's Change Management framework

<https://www.youtube.com/watch?v=ksQ3f0y6smo>

Models of Change Management



Unfreeze



Change



Refreeze

5 Models of Change Management

Kotter's Change Model

McKinsey's 7-S Framework

ADKAR Model

Kübler-Ross Five Stage Model

Lewin's Change Management Framework