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Congratulations on completing the second module, awesome job. Let's review the key concepts, John Kotter, has developed one of the most popular change management models, the 8 step Model. At the heart of the model is your big opportunity, in order to capitalize on the opportunity, you have to follow 8 steps to successfully execute change. Step 1, Create a sense of urgency. Step 2, Build a powerful coalition. Step 3, Developer strategic vision. Step 4, Enlist change advocates. Step 5, Enable action by removing obstacles. Step 6, Generate short- term wins. Step 7, Sustained change acceleration. Step 8, Institute change. ADKAR theory developed by Jeff Hiatt, provides a road map for addressing the business and the people side of change. ADKAR is an acronym and stands for awareness, desire, knowledge, ability, and reinforcement. For change to be successful, each of the elements of the model must be addressed in order. The five stages of grief model developed by Elisabeth Kubler-Ross. Became popular with a change in project management community as a simple way to explain what people experience emotionally when going through change. Stage 1, Denial. Stage 2, Anger. Stage 3, Bargaining. Stage 4, Depression. Stage 5, Acceptance. By understanding that each individual may go through each of the five stages multiple times skip a stage or go backward. And by recognizing individual needs throughout the process, we can better lead teams in organizations to long term sustainable success. Bridge's, Transition model suggests that people experience three stages of human emotional experience during any change. Stage 1, Ending of the current state. Stage 2, The neutral zone and. Stage 3, New beginning. This model is best used in conjunction with other change management models to help plan for managing through the people side of change. Nudge theory is rooted in behavioral science, Richard Thaler and Cass Sunstein, developed the theory in the early 2000s. In their book, Nudge, improving decisions about health, wealth and happiness, they propose away for leading change and getting buying from the employees through nudging. Or in other words, using the power of suggestion and positive reinforcement and influencing the environment in such way that the best decision making is supported by building a people centric culture. Nudge theory is key to preventing resistance to change and inviting people to come along instead of forcing them into another change. By focusing on indirect influencing and creating an environment of encouragement where supporting the freedom of individual choice in empowering every employee. When developing a change management plan, or thinking about initiating change within your team or an organization. Use each framework to breakdown change into smaller pieces. You can sketch each framework on a piece of paper and aim to write a few sentences for each stage or phase of change. The more you practice, the better you will be prepared to apply it in business. Thanks for watching, I will see you in the next video.