

Change Agent Basics

Behaviors, Traits and Actions


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Introduction

Published in 2009 by Mike Thompson, CEO of SVI (a leadership assessment and training company), The Organizational Champion outlines basic behaviors and attributes of an effective Change Agent.

Participants in this “Change Agent Basics” discussion will learn about four basic behaviors:

- Be True to Yourself
- Enable the Change
- Connect With Others
- Inspire Possibilities

The discussion will include, within each of the four basic behaviors, specific activities a Change Agent typically engages in.

Change Agent Behaviors and Traits



Actions: Be True to Yourself

Be True to
Yourself

Enable the
Change

Connect
With Others

Inspire
Possibilities

- Recognize strengths
- Acknowledge weaknesses
- Learn from mistakes
- Demonstrate humble confidence
- Remain steady and grounded in the face of chaos
- Pursue feedback
- Embrace personal accountability
- Form a strong sense of purpose



Actions: Enable the Change

Be True to Yourself

Enable the Change

Connect With Others

Inspire Possibilities

- Respect the organization's culture
- Never take someone's understanding of the change for granted
- Take time to ensure the change is well understood
- Understand the reasons for the change and everyone's role



Actions: Connect With Others

Be True to Yourself

Enable the Change

Connect With Others

Inspire Possibilities

- Use emotional energy, enthusiasm, and excitement to inspire others toward desired results
- Authentically communicate with passion
- Put people first, strategy second



Actions: Inspire Possibilities

Be True to Yourself

Enable the Change

Connect With Others

Inspire Possibilities

- Build connections through mutually beneficial pursuits and cooperation
- Build trust by making and keeping promises
- Focus on developing people
- Be 100% present



Summary

- Recognize strengths
- Acknowledge weaknesses
- Learn from mistakes
- Demonstrate humble confidence
- Remain steady and grounded in the face of chaos
- Pursue feedback
- Embrace personal accountability
- Form a strong sense of purpose

Consistent

- Use emotional energy, enthusiasm, and excitement to inspire others toward desired results
- Authentically communicate with passion
- Put people first, strategy second

Be True to Yourself

Genuine

Enable the Change

- Respect the organization's culture
- Never take someone's understanding of the change for granted
- Take time to ensure the change is well understood
- Understand the reasons for the change and everyone's role

Trusted

Connect With Others

Inspire Possibilities

- Build connections through mutually beneficial pursuits and cooperation
- Build trust by making and keeping promises
- Focus on developing people
- Be 100% present

Unselfish



Thank You.


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