

Capability

Transformative Change isn't always easy. It can take time, effort, skill and a will to change. **Leadership is critical to any transformation – in particular to making sure the organisation is capable to change.**

In order to do this, the leadership should establish if the organisation can actually change. However, the 'change capacity' of an organisation and the individuals and groups within it are often not diagnosed.

Without appropriate diagnosis, the very ability of the organisation to adopt the transformation can be lacking in critical areas and this may well be overlooked by the transformation team.

Leadership can ensure Change Capability by:

- Identifying and catering for the 'Dependencies' needed for the change.
- Establishing the training needs and capability gaps of stakeholders
- Adopting the Change Capacity model for both individuals and organisations
- Introducing and nurturing a 'coaching leadership' culture