

Championing

Overcoming resistance from people towards a change is just one part of any change journey. To reach the end of the journey as effectively and quickly as possible, those impacted people by the change should not just accept it but, ideally, actually champion it.

And this championing should not just come from the leadership, rather it should come from all levels and parts of the organisation.

Change Championing involves:

- Evaluating the leadership of the change with *sponsor effectiveness assessment*
- Evaluating the readiness for change for impacted stakeholders
- Recognising resistance and dealing with it
- Fostering and utilising Change Champions
- Stakeholder Management via the *Stakeholder Mapping*