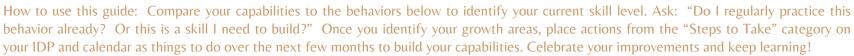
IDP COMPETENCY TEMPLATE

Your guide to building skills at every level in the AF Foundational Competencies.

CHANGE MANAGEMENT

Developing Organizations



AF HANDBOOK DESCRIPTION

- Recognizes the long-term benefit of organizational change
- Supports and adapts to changes initiated by others

SAMPLE BEHAVIORS

- Actively seeks information to understand the value of the change and your role in it
- Continually learn; build new skills
- Cultivate an open, flexible mindset

STEPS TO TAKE

- Read 12.9 12.12 of AFH1-1
- Embracing Change at Work (23 min video) https://usaf.percipio.com/courses/40176c1f-e2c2-41ef-aaf4-cdaa385b9ba3/videos/10be4132-d35b-4948-a107-93378ea01724
- Read Mindset by Carol S. Dweck

TERMEDIATE

BASIC

- Involves others and shares information to build understanding and support for
- Demonstrates willingness to make significant contributions to change
- Share information and resources related to the change
- · Actively involve others in the change process
- Lead by example Model the desired behaviors and attitudes related to the change
- Provide feedback up the chain

- Making Change Stick (16 min video) https://usaf.percipio.com/courses/6322f61b-4d1f-11e7-9a6a-bef7011cdcad/videos/6322f61c-4d1f-11e7-9a6a-bef7011cdcad
- Engaging Employees In The Change Process: A Comprehensive Guide (article) https://www.businesschangestrategies.com/im plementation-and-execution-engagingemployees-in-the-change-process

ADVANCED

- Manages complex transitions to successfully bring about desired change results
- Synthesizes requirements for and implements and assesses change effort
- Create a comprehensive roadmap for the change process
- Engage with key stakeholders from executives & managers to frontline emplovees
- Establish feedback mechanisms ensure feedback is heard and addressed
- How to Support a Change Management Process Using Roadmaps by Product Plan (article) https://www.productplan.com/learn/changemanagement-process/
- Research best practices (AFH-1, 12.11)
- Facilitating Sustainable Change (18 min video) https://usaf.percipio.com/courses/6322cf08-4d1f-11e7-9a6a-bef7011cdcad/videos/6322cf11-4d1f-11e7-9a6a-bef7011cdcad

• Acts as a valuable change resource/trusted advisor

- Identifies deeply cherished motives to unite people in making desired change
- Helps others understand the vision behind proposed changes
- Build the "Why" based upon the organization's history, culture and mission
- Be the thought leader
- Identify and nurture change champions
- Mentor and coach

- Navigating Your Team through Strategic Change https://usaf.percipio.com/courses/10b6e441-b4e6-40ad-b6dc-281d883029b0/videos/2f0aba7b-5c41-4e33-a105-0db13b88213f 23:38min
- Coaching People through Organizational Change: Practical Tools to Support Employees through Business Transformation, Edition https://usaf.percipio.com/books/b694f418-5961-48f7-be60-d907773fd125