

## Change Management Strategy: Work with Networks

Successful change depends on networks. Collect information from a variety of individuals, teams or groups and their associated networks to understand what they value, need and want. Key stakeholders should be members of a core change coalition. The leader should ensure that the groups have enough power to direct the change effort. Retreats can provide a valuable opportunity to encourage openness and challenge thinking.

### Goals:

- To introduce change gradually to help staff feel in control and adapt to the new environmental demands.
- To use the power of networks to influence people's attitudes, behaviors and ability to work.
- To discuss any network disruptions in the beginning in hopes of maintaining trust in the leadership (MacPhee, 2007).

