

Basec Amp22

Energise. Engage. Empower.

The Scouts approach to
Change Management



More young people gaining skills for life ★

Delivering our plan

Supporting Scouts in the pandemic

Making our Skills for Life plan from Summit17

What is change management?

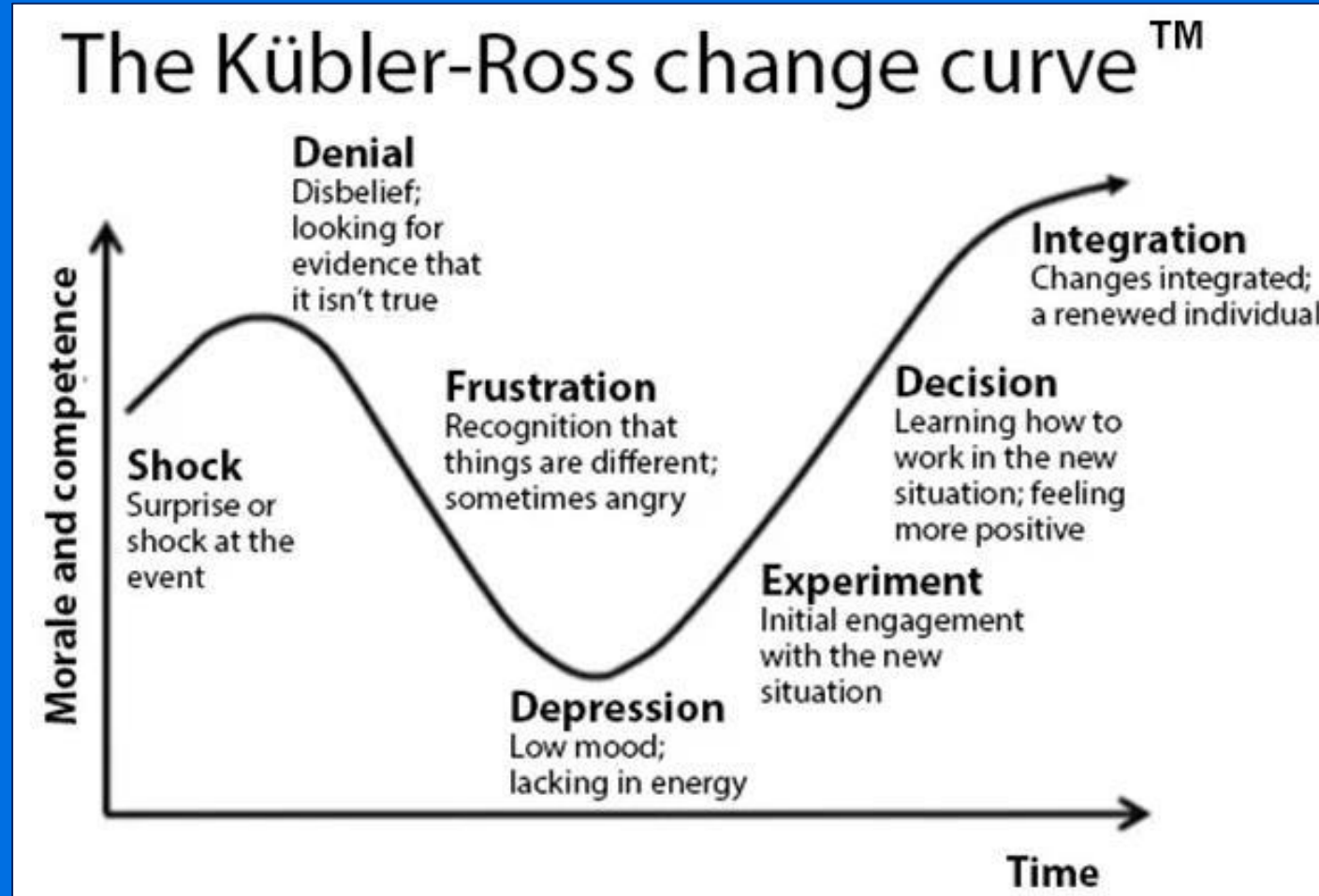
Change management is a process for supporting the people side of change

Discussion

Think about a personal or professional change you have experienced.

What made that change hard or easy to embrace?

The effects of change on people



ADKAR: Moving individuals through change

A

Awareness - Of the need for change

D

Desire - To participate and support the change

K

Knowledge - On how to change

A

Ability - To implement desired skills & behaviors

R

Reinforcement - To sustain the change

4 Steps of Change

Understand

'we understand **why** the change is needed'

Plan

'we have a plan to **support** people through the change'

Deliver

'we are responding to **feedback** and celebrating **wins**'

Keep Going

'we can **measure** long term success'

Awareness & Desire

Knowledge & Ability

Reinforcement

Scouts



Understand

The change itself

- ✓ What's the change?
- ✓ The 'Big Why' i.e. why is it needed?
- ✓ What will the end state look and feel like?
- ✓ What will stay the same?

How people will react

- ✓ Who will the change impact and how?
- ✓ What will people like and dislike about the change?
- ✓ What are the barriers people might face when adopting the change?

Discussion time...

1. How well do you understand the need for the upcoming changes?
2. How would you describe this need to your County/Area/Region and District team in two sentences?

