


Change Management for Leaders



AnthemEAP

1

Elements of Change

Things to consider:

- Taking it day by day
- Prioritizing
- Team building
- Creating a vision
- Committing to the best communication skills
- Removing obstacles
- Focusing on accomplishments
- Practicing patience
- Focusing on corporate culture
- Helping others embrace change

2

Handling Change

Taking it day by day

- Observe what is really going on
- Win over the team members that are on the fence
- Allow some conflict
- Take good care of yourself: this is the time to be your best you
- Have a personal healthy outlet every day
- Be ready for the unexpected, and some ups and downs

3

Prioritize

Look around you:

- What needs to be done right away?
- What can be done right away?
- Be prepared for resistance
- Get your whole team on board
- Create a sense of urgency

4

4

Team Building

Engage your team in planning for change

- Ownership will go a long way
- Celebrate victories and accomplishments
- Manage the mood
 - Allow venting
 - Be inspirational
 - Be positive


5

5

Creating a Vision that Transcends the Day to Day

Ensure that your vision is:

- Simple
- Easy to understand
- Positive
- Bold



6

6

Communication is Key

- Focus on the best communication skills
- Be credible
- Use all communication modalities
- Walk the talk
- Practice being persuasive

7

7

Removing Obstacles

- Break through barriers
- Be on the lookout
 - Be proactive
 - Nip negativity in the bud
 - Set expectations

8

8

Focus on Accomplishments

- Express appreciation for employee contributions
- Especially short term
 - Review all that you and your team have accomplished
 - Stop and breathe
 - Encourage work-life balance
 - Enjoy relationships that you have fostered



9

9

Practice Patience

Improve workplace relationships

- All change takes time
- Watch for key players who might be near burn-out
- Embrace change in your personal life
- Expect decisions to take longer
- Accept uncertainty

10

10

Focus on Corporate Culture

- Set the example: your behaviors, attitudes, and words matter
- Incorporate change as an integral part of your corporate culture
- Be a change agent

11

11

Helping Coworkers Embrace Change

- Provide opportunities for them to be involved in the process
- Remember they are not being difficult on purpose
- Some may have already been through a lot of changes already
- Be prepared for difficult conversations
- Be positive and inspiring

12

12

Evaluation Survey QR Code



13

13

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14

THANK YOU FOR PARTICIPATING!

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15