

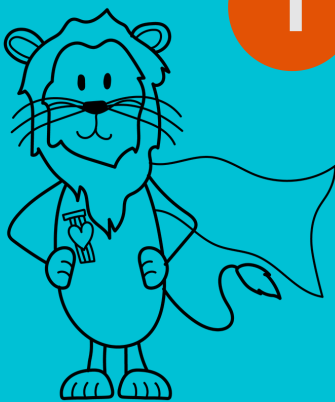
THE 5 SECRET POWERS OF A CHANGE SUPERHERO



As featured on [The HR Uprising Podcast](#).

1

COURAGE

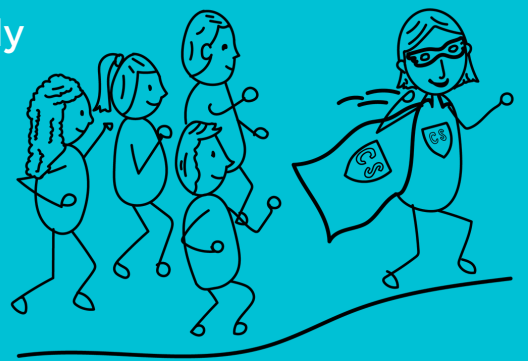


We need to be brave enough to stand up and be counted during change. This may include challenging others and holding colleagues to account even if they are senior to us. We need to have the courage to lead and to follow.

2

CONNECT WITH STRATEGY

If people are to be motivated to willingly change, they need to understand WHY. Paint a clear vision of the future and explain the link between the required change in strategy or approach.



3

CORROBORATE

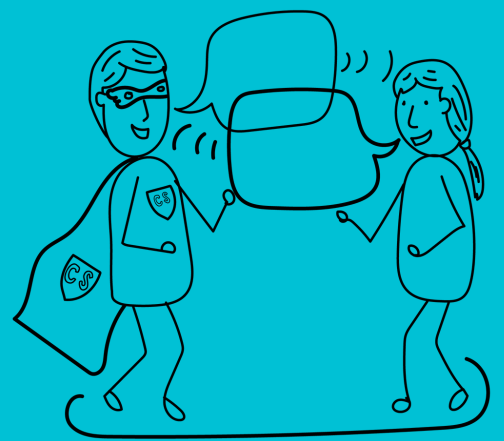
We should corroborate the need to change with facts that convince others to come along willingly. Choose evidence that will resonate best with your audience.



4

COMMUNICATE

Good communication is two-way and listening forms a key aspect of this. Remember that body language, facial expressions and gestures communicate as loudly as our words so make sure they are aligned.



5

COLLABORATE

No one can create change alone and the bigger and stronger the 'league of change superheroes' the greater our chances of success. Be prepared to give and take, to follow and lead, and to value differences. True collaboration results in synergy where the result is greater than the sum of the parts.



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