

Individual Leadership Development Plan

Module 5: Organizational Change

a) List one change that you implemented or responded to over the last year. Identify one to three aspects of your implementation or response to this change that did not have the effect you wanted or were not as effective/productive as they could have been.

b) What could you do differently to address each of the aspects you listed next time you lead or respond to change?

c) Reflect on your behavioral patterns and emotional response to change by completing the following sentences. Add additional/alternative reflections below the ones provided.

In order for me to eliminate the negative assumptions I may attribute to other people's motivations and intentions, I will have to start/stop...

To decrease the stress and anxiety I feel when faced with change, I will have to start/stop...

To counter other people's resistance to change and engage them fully in the process, I will have to start/stop...