

# Download File PDF Reframing Leadership Framework For Organizational Change

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## Reframing Kotter's Change Model

Kotter stage	Structural	Human resource	Political	Symbolic
Communicate through words, deeds, symbols	Build structures to support change process	Meetings to communicate, get feedback	Create arenas Build alliances	Kickoff ceremonies Visible leadership
Remove obstacles, empower	Change old structures	Training, support, resources		Public hangings
Early wins	Plan for short-term victories		Do what it takes to get wins	Celebrate early progress

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