



# Management of Change



Why?

What?

How?

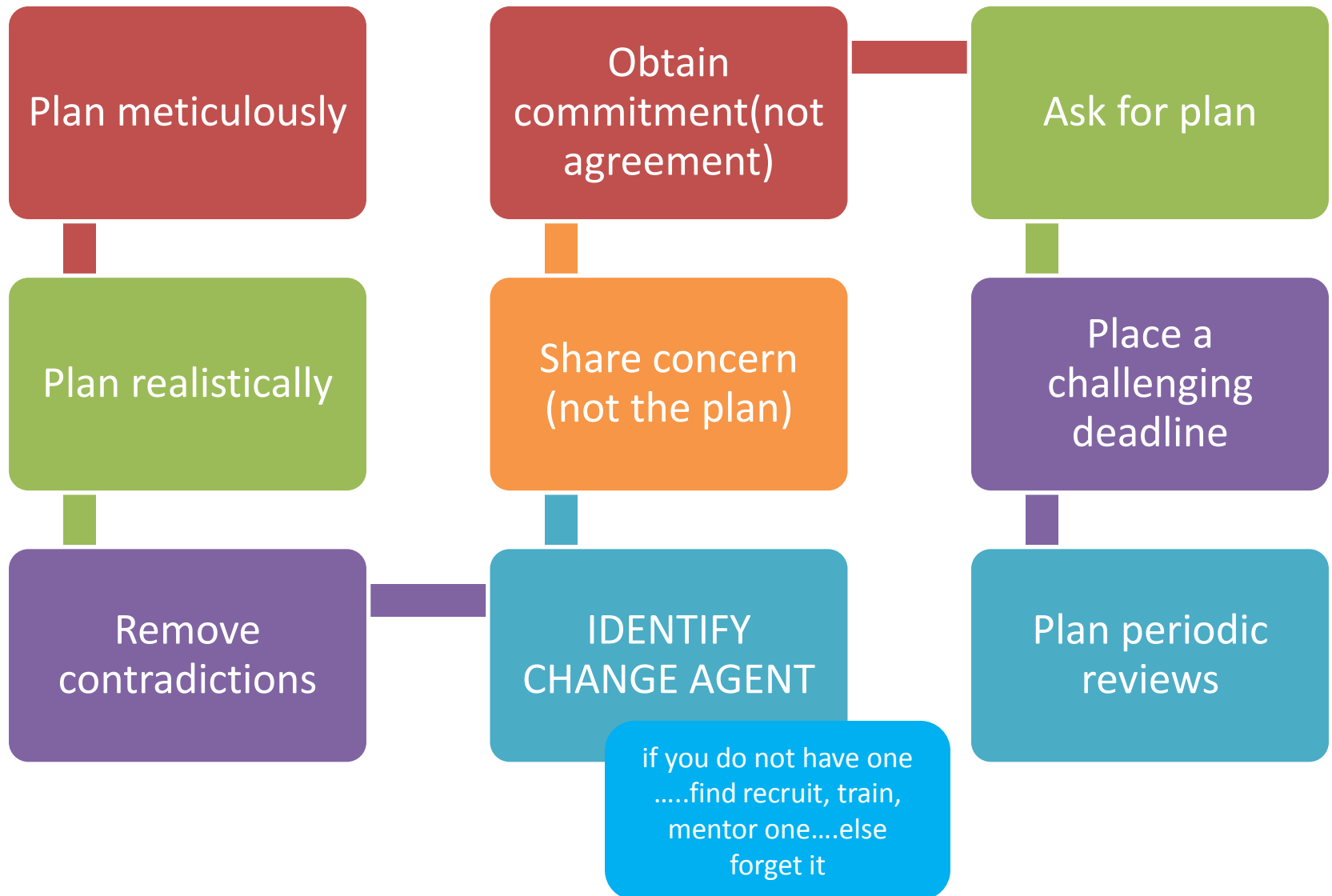
# Why Change

- To make the school viable / self-sustaining
- To earn more profits
- To achieve better results (class X, Class XII)
- To provide holistic education
- To inculcate 'values'
- To be the most respected school

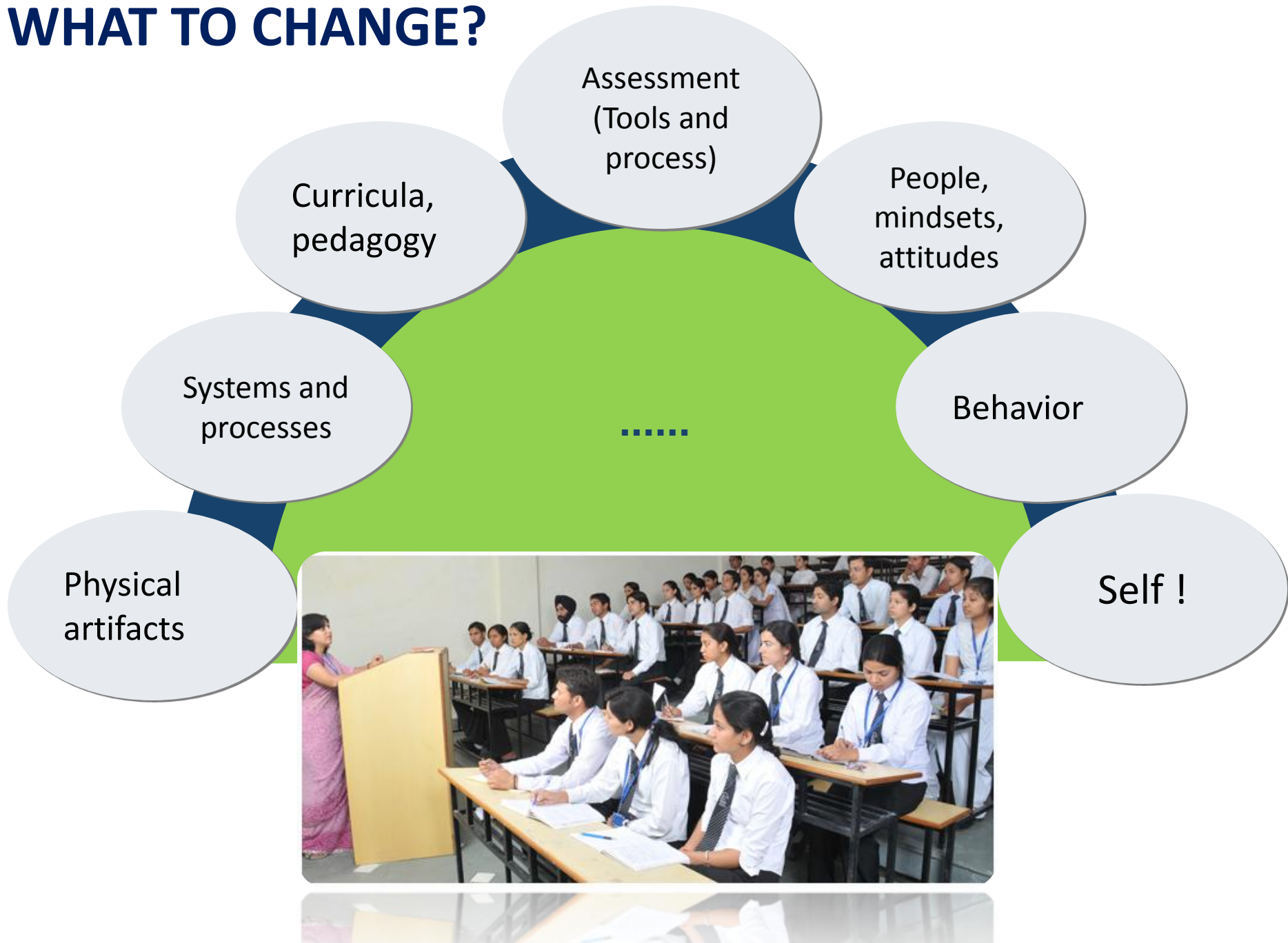


Strategic **improvements** can happen only  
when **operations** are under **control**

# Priorities...



# WHAT TO CHANGE?





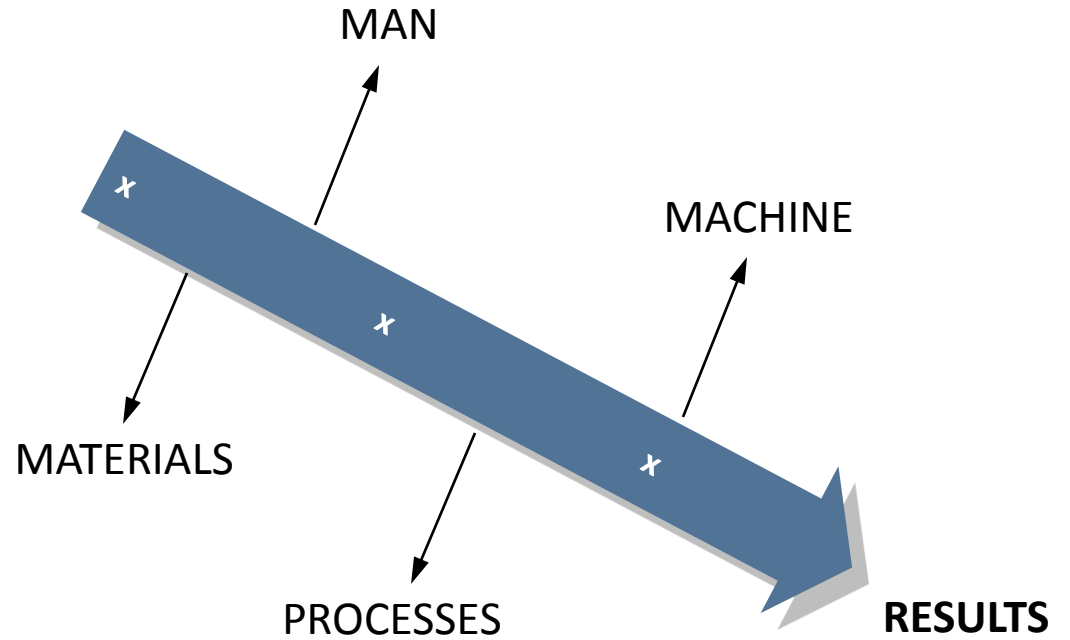
**Decide objective**

**Decide benchmark**

**Collect data**

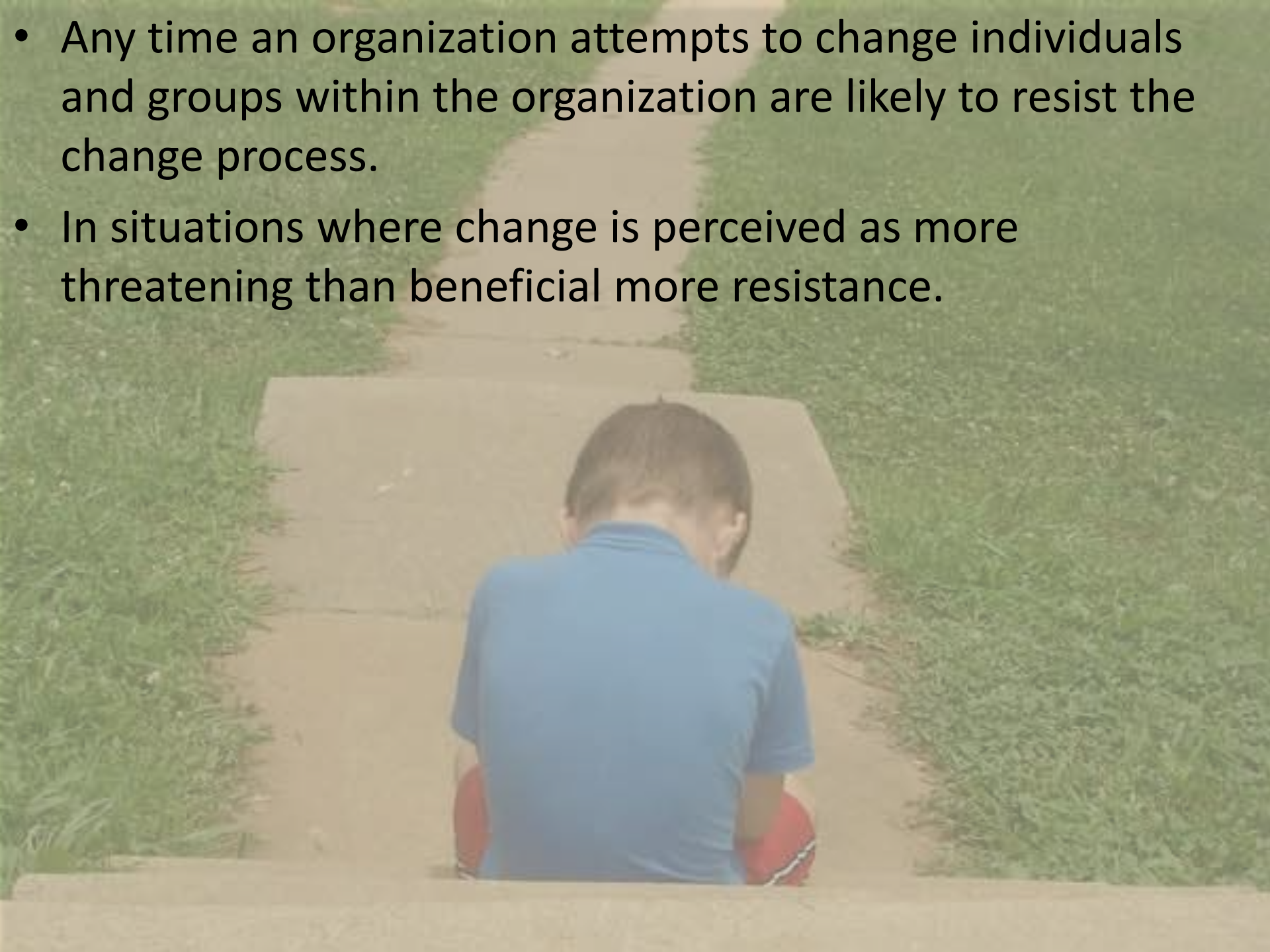
*(You cannot improve that which you cannot measure)*

# WHAT TO CHANGE





- Any time an organization attempts to change individuals and groups within the organization are likely to resist the change process.
- In situations where change is perceived as more threatening than beneficial more resistance.



# Personal **barriers** to change

Reluctance to give up old works habits and routines

Threats to existing social relationship

Fear of the unknown

Misunderstanding the purpose, process and outcomes of change

Failure to recognize the need for change



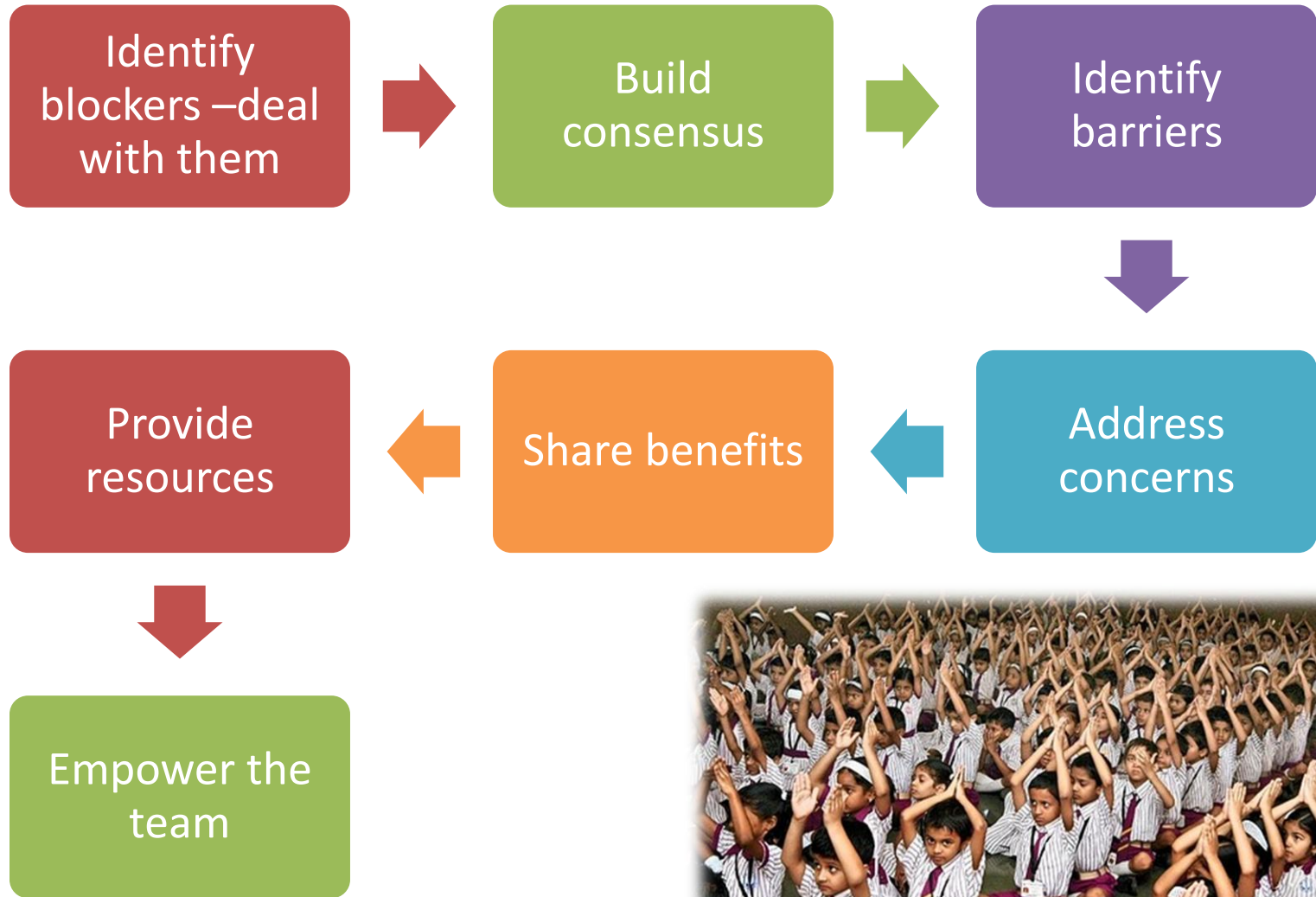
# Original **barrier** to change

A reward system that reinforces old ways of doing things

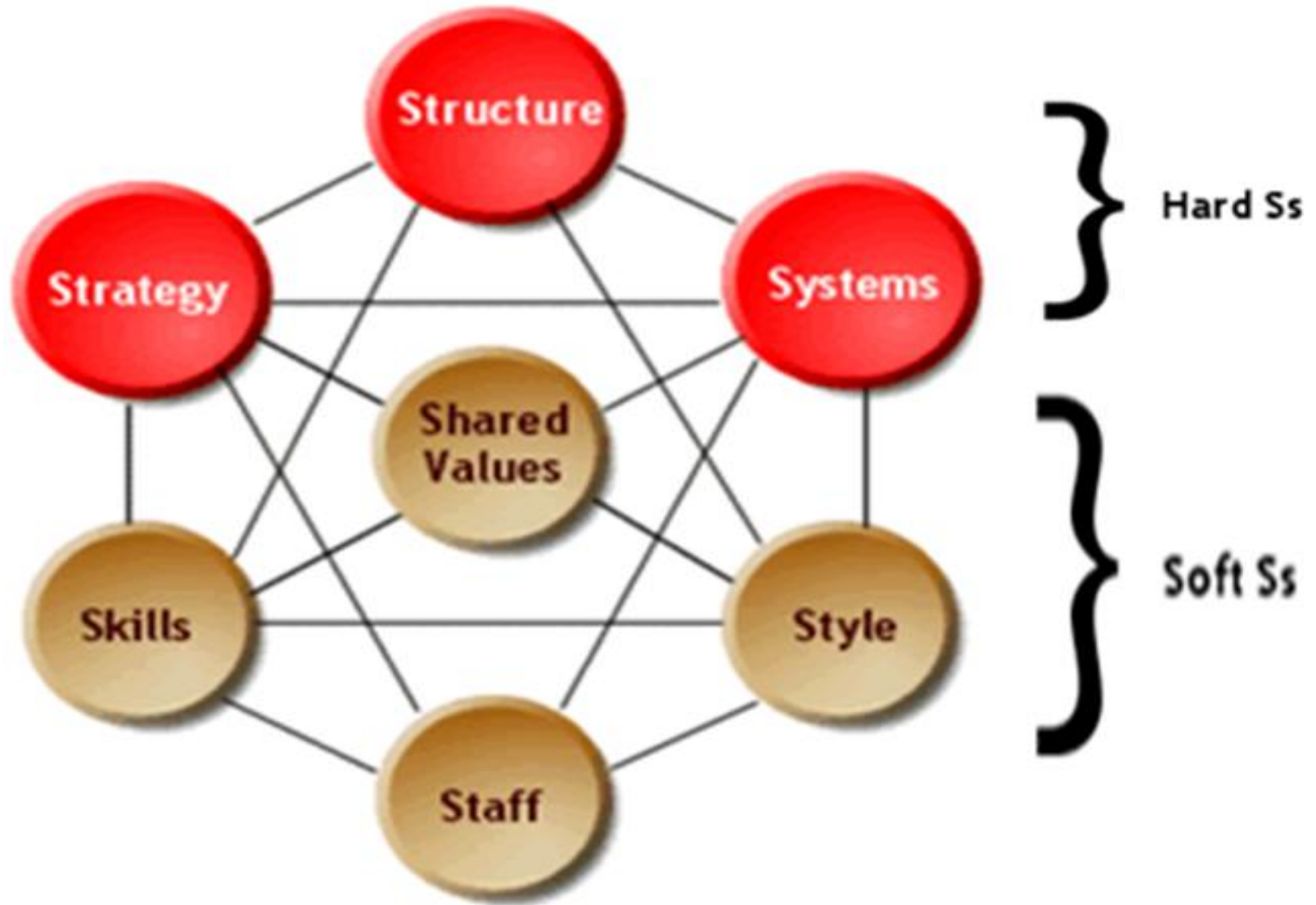
Balance of Power

Heavy investment in old ways of doing things

# How to **change**



# McKinsey's 7S Model



# Kotter's 8 Step Model

1. Establish a sense of urgency

2. Create a coalition

3. Develop a clear vision

4. Share the vision

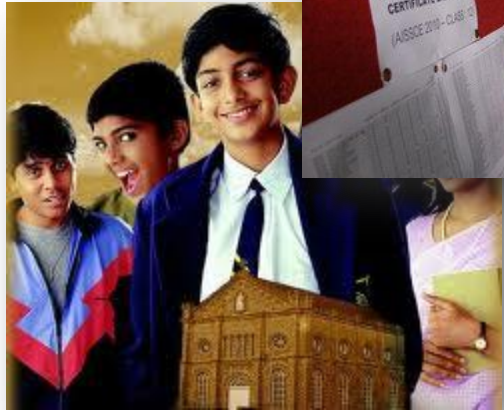
5. Empower people to clear obstacles

6. Secure short-term wins

7. Consolidate and keep moving

8. Anchor the change

# Projectise:



- Set milestones
- Celebrate achievements
- Celebrate failures
- Acknowledge
- Review and Monitor
- Environmental engineering
- Positive reinforcement
- Instrumental learning
- Kaizen
- Decide and declare completion
- Have a party
- Create a culture of performance

*Thank You*

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