

### 3 - The Eight Change Coordinates

The *Encarta Dictionary* defines a coordinate as a set of numbers that describes the exact position of something, such as a place on a map.



The eight change coordinates demonstrate a critical place on the *Leader's Map* that identifies specific tasks you put into practice after you understand the different roles and responsibilities related to a change initiative and have assessed your readiness to lead the initiative.

These tasks are designed to help you, as a leader of change, to motivate and encourage a group of individuals through the change and increase your probability for success.

The eight coordinates to implement change are:

- I. Collaborate with appropriate stakeholders
- II. Create appropriate project teams
- III. Implement a common Project Management Methodology
- IV. Activate the initiative

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- V. Head-up a communication plan
- VI. Notice resistance and acceptance
- VII. Guide the organization
- VIII. Encourage the staff throughout the process

The first four coordinates are designed to be followed in order. The last four coordinates are designed to be used throughout the entire process. Pages 28 - 37 provide details on each coordinate and suggested action you should take to execute each one.