



# Five C's for Successful Change



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Change is not a likelihood or a possibility – it is a constant certainty.

As a team leader in any industry, you have probably found that people are usually far more comfortable doing things “the way we always have,” and are therefore resistant to change in any form because it disrupts their feeling of comfort.

Comfort zones can be very pleasant and peaceful, but nothing ever grows there!

Growth and progress are sometimes a catalyst for, and sometimes a results of, the change that you have been or will be experiencing.

As Walt Disney once said, “*You may not realize it when it happens, but a kick in the teeth may be the best thing in the world for you.*”



You need more than [quotes to inspire and manage change](#). The issue is that our teammates often resist or become skeptical of changes, even if they are positive and productive changes.

According to Greg Shea's book, *Leading Successful Change*, as many as 75% of all change initiatives fail. But there are proven and predictable steps that you can take to make the process of change a great deal more palatable and successful.

Knowing these steps and what common pitfalls to avoid can be a valuable tool for leading your team through current or upcoming changes.

This handout provides you with more information about the 5 C's that are required for implementing successful change in your organization...



# Five C's for **Successful Change**

## 1. Catalyst

Change occurs after you or someone in your organization has experienced a moment of unexpected awareness. This incident or conversation creates the perceived need.

## 2. Clarity

Communicating a vision of what needs to happen and HOW it will happen is crucial –it is a leader's job to remove the fog to establish a clear purpose and path.

## 3. Community

Everything is built on, or fails due to the lack of, quality relationships. Your team will need to feel and receive adequate support and encouragement along the way.

## 4. Capability

Take the time to ensure your people are prepared and have the skills and competencies that will be needed to navigate and confidently handle their responsibilities throughout the process.

## 5. Commitment

Small early wins are important to celebrate, but real change takes time. Plan and deliver motivational reminders and continue to communicate the vision to maintain team's "will" and follow through.



## Is YOUR Team Struggling With Change?

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Sean Glaze is an entertaining speaker, author, and team building facilitator who helps people have more fun laughing together so they can have more success working together.

As the founder of [Great Results Teambuilding](#), Sean has been inspiring rapid teamwork and developing team leaders for over 20 years.

He delivers interactive events and conference keynotes for clients interested in increasing their competitive advantage by building more **engaged and connected teams**.

