

THE CHARACTERISTICS OF A CHANGE CHAMPION

Prepared by Julie Gordon (2020) available at <https://peopledevelopmentmagazine.com/2020/01/06/change-champion/>

1. A Willingness To Listen To New Ideas

A champion for change is usually open to feedback, and new ideas and they are often, though not always, quite creative. They embrace change, think critically and are not afraid to move from the way things have always been done. They use change management tools to systematically manage the transition process, minimize resistance, and ensure that the desired outcomes are achieved with minimal disruption to the organization.

2. They Are Good Networkers

Able to interact across the organization and make connections with others. Generally, good networkers know how to create more opportunities to connect with other people and bring them into your network. Since they're known for their networking skills, they have a positive attitude that makes people want to be around them to associate with them. They're also willing to collaborate with others to establish trust and a better working relationship.

3. They Focus On Solutions

Rather than making a fuss or placing blame when things don't go well, they come to you with options to resolve the situation and move forward.

4. Change Champions Have A Good Understanding Of The Organization

They know how the organization works and understand its culture, challenges, and strengths. They are also 'tuned in' to the mood of different areas of the organization and able to provide clarification about the change where there is a misunderstanding or identify when and where communication is needed.

5. They Are Not Afraid To Take Risks

A strong change champion recognizes that we can learn from things that don't go well and then build on this learning. So, when looking for a change champion, they should be someone who isn't afraid to take risks. In most cases, people who are good at risk-taking know how to think outside the box. When they're put in a new situation, they'll be motivated to adapt by becoming more creative in coming up with solutions.

6. The Change Champion Communicates The Positives

A key aspect of change is that people naturally look for 'what's in it for me'; an effective change champion can translate the outcomes of the change into positives for individuals and teams.

7. They Are Not Afraid To Ask For Help

They recognize that everyone can benefit from the experience and ideas of others, whether that is a coach, a member of their team or a line manager.

8. They Are People Focused

Also, they want to get the best out of others in the situation they face. Whilst they are enthusiastic about the change, they have empathy with those who are being affected by it.

9. An Effective Change Champion Is Not Afraid To Speak Up

Whilst championing the change they are also not afraid to give feedback to leaders when they feel something could be tackled differently.

10. The Change Champion Is Values-Driven

They stand by their values whatever the situation.

A change champion can make a key impact on the outcomes of a change management program. But it is not enough to just nominate change champions and then expect them to get on with it. To play their role well, they need to be managed, developed, and supported as a team of champions, given the opportunity to resolve issues through an action-learning approach