

A graphic of a spiral-bound notebook with a brown cover and a cream-colored page. The spiral binding is on the left side. The text is written on the page in a serif font. A horizontal line is drawn below the first title.

# Policy Makers Workshop

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## Change Management



# Key Planning Concepts

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## Plan for Educational Change

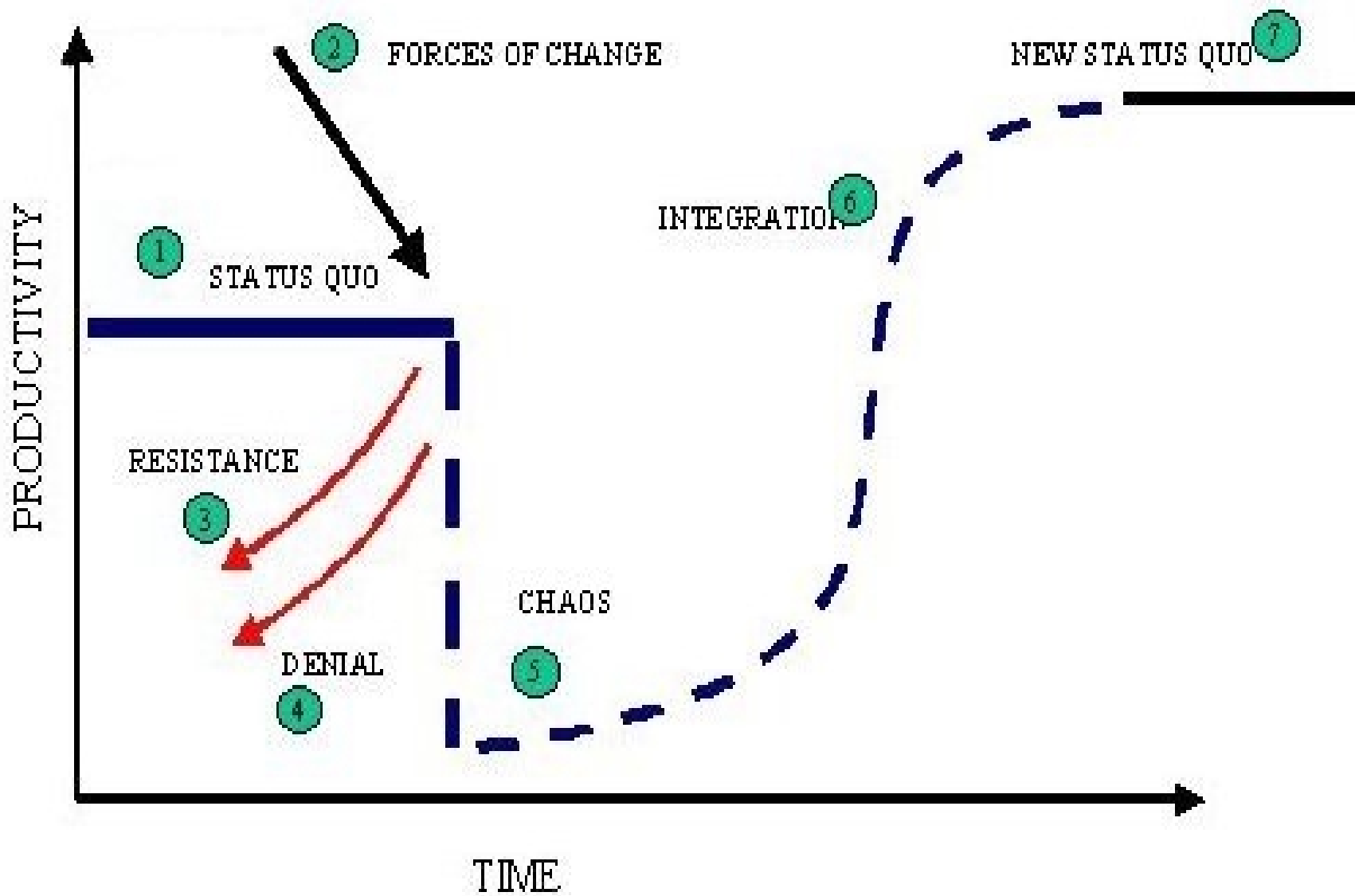
- Educational and organizational change begins with the process of developing the ICT strategic plan.
- Implementing the Strategic Plan will affect the way stakeholders work.
- The project team must address the educational changes that will be required

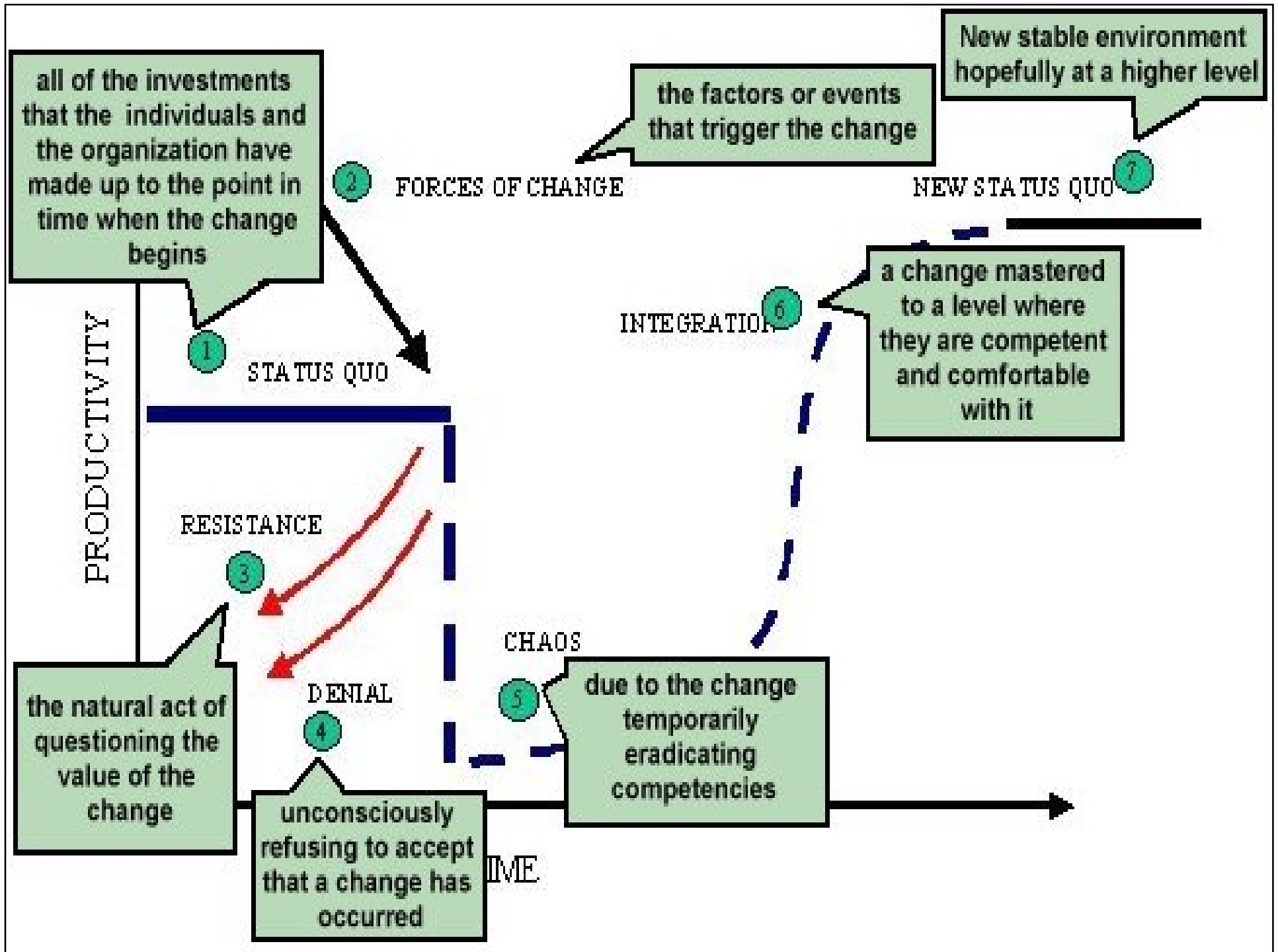


# Nurturing Educational Change

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- 📄 Broad consultation with all stakeholders
- 📄 Collaborative approach in developing Strategic Plan
- 📄 Effective, frequent, and appropriate communication
- 📄 Comprehensive Professional Development





# CHANGE ANALYSIS

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📄 Educational, Administrative and Support Changes will be required

📄 Changes will effect:

- people
- knowledge and skill requirements
- attitudes

# CHANGE ANALYSIS

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 Gaps between required skills and knowledge and those in the current environment must be identified



# Three Steps in Change Strategy

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1. Development of a Strategic Plan
2. Communication about the plan and effects of the changes
3. Professional Development

# Managing Organizational Change

