Giving Voice
Leading Change

Change adoption can be an iterative process that includes two-way communication and the ability for those impacted by the change to voice what they need from their leaders.

Helping your team be successful in the new way of doing things starts with making space for your team to focus on what’s important by removing competing priorities and being open to revisiting this conversation as new work assignments are given.

Actions You Can Take to Give Voice

Create Moments that Matter

- Build touchpoints along the change journey to connect with your team on how they feel about the change.
- Ask if there is anything needed from you.

Be Available

- Be intentional, be visible, be available.
- Proactively set the tone with your team that you are accessible.
- Establish a cadence for one-on-one interactions.

Prioritize

- Prioritize work and give dedicated time for your team to focus on the new way of doing things.
- Your dedication to their success will help create the desire within your team to adopt.

Quick Tip:
Create a clear process for your team to give feedback and ask for help.
For more on this topic, check out these resources:

- **Protect the Team**
  Prioritizing work to allow your team sufficient time to focus on the change, thereby increasing the chances of successful adoption.
  1 minute 80 seconds.

- **Psychological safety: Create openness as a leader**
  Creating space for learning, improvement, and innovation.
  3 minutes 41 seconds.

- **7 Ways to Make Time for Your Team as a Busy Manager | Inc.com**
  Making yourself available to your team when they need it. About a 1-minute read.