



## Kotter's 8 Step Process for 'Leading Change'

1. Establishing a sense of **urgency**
2. Creating the '**guiding coalition**'
3. Developing a **vision and strategy**
4. **Communicating** the Change Vision
5. **Empowering** a broad base of people to take action
6. Generating **short-term wins**
7. **Consolidating** gains and producing even more change
8. Institutionalising new approaches in the culture.