

Diana Rodgers
MicroChange Project
Element 4
Plan for Change

The “what is change management” training video warns that in our constantly changing global economy, organizations must adapt or they will die (What is CHANGE MANAGEMENT?). I am proud of what I have built, but I realize that I may be outperformed by more business savvy consultants and find my practice struggling if I don’t make some of the necessary changes that I have outlined. Unlike my colleagues in this class, I do not have to contend with the anxieties or motivations of other employees, superiors, or partners. The discomfort, and truthfully the excitement, is all my own.

My vision for change is that it will be based on my reflections done to date and that it will be taken in an organized manner. I have no one that I need to inform of my vision for change as of yet because I do not have employees. However, I want to make sure that the system which I set in place leaves room for future change. This semester, I have learned that human resources is an iterative process and that although right now I am planning for expansion, making Fit Education Consulting the highest quality private college coaching firm possible will mean constantly reevaluating our culture and processes. The greater we expand, geographically and divisionally, the more important developing a process for growth and improvement will be.

My vision for change is largely influenced by Rosabeth Moss Kanter’s TedTalk on leading positive change. Kanter’s third element of being a change leader is “look up,” by which she means always refer back to foundational vision and values. It is for this reason that publically stating a mission statement and creating a statement of values are so important and will be the first thing that I tackle. I hope that all of my further actions steps after drafting a mission and values statement will serve to further that mission. Finally, I hope that by clearly articulating a mission and values statement, I will create a system that will empower my future employees to be partners in future change which will create a collaborative workplace community.

Vision for Change

By the conclusion of this semester, Fit Education Consulting will be ready to hire an interview coach, a writing coach, and a scholarship search coordinator. The future employees who fill those positions will enter a system that is highly organized, effective, consistent, and reflects our institutional values.

Further, our families from the high school Class of 2019 and onward will experience a streamlined college application process that minimizes stress and maximizes results. Students will enjoy a process of self-discovery, develop key writing skills, and have clear expectations every step of the way until they ultimately deposit at a college or university.

References

Moss Kanter, R. Six keys to leading positive change: Rosabeth Moss Kanter at TEDxBeaconStreet.

What is CHANGE MANAGEMENT? (training video)