



**Medway VCS Transformation
Academy & Alliance**

Effective Change Management

5 Top Tips for Medway VCS

On 22nd February 2023, the Transformation Academy attended a 1 day training session about Effective Change Management delivered by Modern Gov.

The Academy would now like to present their 5 top tips with the sector.

Top Tip Number 1

Why does change fail?

- **Poor communication**
- **Unclear roles around responsibilities**
- **Lack of adequate resources**
- **Risks not being understood**
- **Change in leadership**
- **Not correctly managing the progress of the change**

Top Tip Number 2

When making any change in an organisation make sure that you communicate clearly with staff and volunteers - if you don't, it can create resistance, demoralisation and alienation.

Top Tip Number 3

The keys to success can include the following:

- **Appropriate communication**
- **Actively managing risk**
- **Engaging with stakeholders**
- **Focused leadership**
- **Accountability**

Top Tip Number 4

Positive language - the phrase "I'll try" sets up for failure - encourage staff to say "I will" and implemented this in the workplace.

Top Tip Number 5

Resistance to change is sometimes down to fear or worry from staff or volunteers and not conflict - take time to listen to their concerns.

**If you would like to more about
the Transformation Academy
and become a member please
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