Our research has shown that there are certain factors that can undermine the success or failure of change. These factors are known as enablers and derailers. While there are many enablers and derailers of change, our research has suggested that these are the most likely culprits. These will be your biggest headaches and your best success secrets, so remember them when planning and implementing your change.

Enablers

Co-creation

When leading a change, you need to break down the barriers between individuals and encourage them to collaborate on the journey. This can be achieved by bringing people together to share their ideas and experiences. This can help to build a sense of ownership and commitment to the change. 

Key tips
- Encourage open and honest discussions
- Allow people to see the bigger picture

A safe environment

Making people feel safe and secure is critical to the success of any change. This can be achieved by creating a welcoming and supportive culture. This can help to reduce anxiety and improve employee engagement.

Key tips
- Be transparent and honest
- Encourage feedback and ideas

Future-vision reality

Painting a compelling and motivational picture is key. Leaders should communicate the vision clearly and concisely so that people understand what the change will be like in practice.

Key tips
- Be clear and concise
- Provide examples and case studies

Two-way communication

Successful change is not a one-way process, but an interactive one. It requires a continued flow of understanding and feedback between leaders and employees. This can help to ensure that everyone is on the same page and that changes are being implemented as intended.

Key tips
- Be open and transparent
- Encourage questions and feedback

Derailers

Underestimating the “human stuff”

Implementing any change is like navigating an emotional minefield. It’s important to understand the psychological and emotional factors that can impact people’s ability to adapt to change.

Key tips
- Acknowledge the emotions of others
- Be empathetic and understanding

Lack of upskilling

Lack of training and development can be a major barrier to change. It’s important to ensure that people have the skills they need to perform their roles successfully.

Key tips
- Invest in targeted training and development
- Provide ongoing support and guidance

A disconnected leadership team

When leading a change, it’s important to ensure that the leadership team is aligned and working together. This can help to build a cohesive and supportive team.

Key tips
- Lead by example
- Foster open communication

Whilst there are many factors that can undermine the success or failure of change, our research has suggested that these are the most likely culprits. These will be your biggest headaches and your best success secrets, so remember them when planning and implementing your change.

To find out more about our approach to change, click here

LEADING EXPERTS IN HUMAN PERFORMANCE