

Change Management: Everyone Needs to be on Board

When transitioning to a competency-based model of education, it is essential that you have the right tools and the right people at your disposal.

Even more than that? All of those people need to be on board the CBE-train. Especially your teachers.

Because, no matter where the tracks may lead, they should be prepared for the twists and turns ahead. Iterating, being agile, and thinking outside the proverbial box is exactly what they need to be able to do.

That said, once you've chosen your path forward (even if it's still rather undefined), it's important to effectively communicate your vision for change to everyone.

Yes, talk to your leadership team, but remember they're not the only ones nervous about change. When change is implemented, questions and uncertainties about direction and vision can sap your faculty's motivation and engagement.

Communication is vital in change management: A clear and common vision of success, established and supported by leadership, is essential to bringing team members together to work on a defined roadmap toward this vision. Without it, the team will become fractured and resistant to change.

The bottom line: Everyone needs to be a believer. If you don't stand together, you stand for nothing, and the roots of change will not take hold.

“ When faced with resistance to change, it's important to understand why. Most often, people push back when they're afraid, so it's important to understand the root of those fears.

People get used to doing things how they always have. But, as we all know, this isn't the best way to effect change. Turn your biggest critic into your champion by finding out what their issues are and then being empathetic to these concerns. ”

Rene Eborn

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