

CHANGE MANAGEMENT

Change management is a process. It will take time – give time, time and don't feel like everything has to be done in a semester. Your IFC's change plan will likely evolve over time, and that's OK – just keep going. The work you will do will leave a lasting, positive change on your campus and in your IFC community.

1. This is a group assessment

- a. This tool is meant to be utilized by your entire council: your entire IFC executive committee, your advisor(s), etc.

2. Give yourself plenty of time

- a. Schedule a time outside of your normal IFC exec meeting to complete this assessment.
- b. If used correctly, it will likely take your group at least 1.5 hours to complete the assessment. Ensure your council members are prepared to be there for the entire time.

3. Be comfortable

- a. Allow people to dress casually so they are comfortable working through the assessment.
- b. Order pizza or have some snacks and water available so people aren't distracted by being hungry or thirsty.

4. Create a space for people to be honest

- a. If your council is truly going to work together as a team, set the expectation that brutal honesty is needed. Everyone's opinions and feelings are valid, important, and needed.

5. There is no "right" answer

- a. This assessment is not going to be graded. Your job is to create a change plan that is best for your campus. Do what works for your community

6. Don't be afraid to ask for help

- a. If your council finds yourself at a "dead end" in the assessment, it's OK to ask for help. You can use your advisor, your NIC Campus VP, other faculty/staff at your school.

PROGRESSING THROUGH CHANGE

1. Denial
2. Resistance
3. Exploration
4. Commitment

Where is my community?

USING THE FRAMEWORK

What is the desired behavior (opposite of my issue)?

What are three key expectations (standards or policies) regarding your selected issue?

What behaviors do you see in your community that are supportive?

What behaviors do you see in your community that are risky?

What three things can you do to make the desired behavior easier?

What three things can you do to make the undesired behavior harder?

How can you reward desirable behavior?

How can you raise the cost of the undesirable behavior?

As a result of the increased desired behavior and decreased undesirable behavior, how will your chapter, council, and campus environment be safer?