

Exercise 1.8: Change Management Techniques and Leadership Styles

This exercise helps understand the practical application of different leadership styles and change management techniques in various organizational contexts.

Objective:

To practice identifying appropriate leadership styles and change management techniques in various scenarios.

Instructions:

Participants will be presented with four short scenarios. For each scenario, they must decide which leadership style and change management technique would be most effective.

Discussion:

After each participant decides on each scenario's leadership style and change management technique, they discuss the choices with the group. They reflect on why the selected approaches are practical and how they can be applied in real-world situations.

Participant Exercise Handout:

Change Management Techniques and Leadership Styles Scenarios

Scenario 1:

A manufacturing company faces significant resistance from employees as it transitions to a new production system. Many employees fear job losses and are reluctant to adopt the new processes.

Task:

Identify the most suitable leadership style and change management technique to address this resistance and facilitate a smooth transition.

Scenario 2:

A tech startup is experiencing rapid growth but is struggling with internal communication issues and unclear roles, leading to inefficiencies and missed deadlines.

Task:

Determine the best leadership style and change management approach to improve communication and clarify roles within the team.

Scenario 3:

Due to sudden market changes, a retail chain needs to pivot quickly to an online sales model. The employees need training and support to adapt to the new digital tools and processes.

Task:

Choose the appropriate leadership style and change management method to ensure a successful transition to the online sales model.

Scenario 4:

A healthcare organization is implementing a new patient management system. The staff is overwhelmed with the change and concerned about maintaining the quality of patient care during the transition.

Task:

Select the best leadership style and change management strategy to support the staff and maintain patient care quality during the implementation.