



**Learning Bit, January 2022**

**By Suneta Bagri**

***Leading change can be daunting.***

For many, it can be overwhelming and can trigger fear and self-doubt. These limiting beliefs can result in our aspiring, capable and competent leaders feeling a sense of 'imposter syndrome'. (Imposter syndrome refers to an internal experience of believing that you are not as competent as others perceive you to be.)

Having a framework to support one in taking a leading role can provide a helpful structure - leading to successful outcomes. A structure such as John Kotter's "Leading Change" model, alongside coaching, can be an absolute lifeline for many.

It all starts with creating a sense of urgency.

What needs to be done?

Why does it need to be done?

Kotter introduces four over-arching principles which lead onto 8 (actionable) steps also known as 'Enhancers'.

The four principles direct our awareness towards understanding that it takes many people to lead change. Diverse opinions can uncover leaders at every level in a school organisation. Most people aren't motivated by logic alone. It is their hearts and minds that need to be inspired. Those who feel valued and included, those who feel they matter and are invited to contribute, often will go over and above their core responsibilities. Leadership therefore consists of vision, action, innovation and celebration.

Interested to know more about Kotter's '8-Step Change Model'. [Read more here!](#)