

## **Kotter's 8-Step Change Model**

### **1. Create a sense of urgency**

What compelling reason will help people see the need for change?

### **2. Build a guiding coalition**

Who needs to be on your leadership team to help guide this change?

### **3. Form a strategic vision and initiatives**

How will you clarify the vision and define measurable goals?

### **4. Enlist a volunteer army**

How will you communicate the vision to gain widespread support?

### **5. Remove barriers**

What systems, structures, or mindsets need to be adjusted?

### **6. Generate short-term wins**

What quick successes can help build momentum?

### **7. Sustain acceleration**

How will you keep the energy going after initial efforts?

### **8. Institute change**

How will you embed the change into church culture and structure?