

6 Ways Leaders Can Help Officers Manage Organisational Change

When organisations undergo changes, officers may struggle to cope and adapt to the new systems, roles and responsibilities. Here are 6 ways to help you manage organisational change as leaders.

Communicate about the change

Leaders need to provide officers with *up-to-date information* to increase positive attitudes towards the change.



TIP: Such information needs to be conveyed *honestly, transparently, and consistently*.

Pay attention to the officers' needs and concerns

Leaders should *pay attention to officers' reactions* toward change.



TIP: *Check in with them* during downtime to address their concerns and why they feel as such.

Acknowledge the plus and minus of change

Leaders should *recognise the benefits and sacrifices* made during organisational change.



TIP: Address the sacrifices (e.g., loss of belonging) and help them understand that sacrifices *are needed to achieve ICA's vision*.

Motivate your officers

Leaders need to *motivate and encourage officers* to face changes outside of their comfort zones.



TIP: Conduct regular conversations with officers to address concerns, and acknowledge and encourage them to maintain their excellent work.

Be a role model to your officers

Leaders need to consistently *display the behaviours and attitudes* that they expect from officers.



TIP: *Proactively learning new skills* so that officers will follow your lead.

Promote a safe environment for change

Leaders need to *help officers build their sense of belonging* to help them adapt to change.



TIP: *Avoid blaming officers immediately* when they make mistakes. This will allow them to grow and thrive.



All the tips here make up a *inspiring and collaborative leader*. Such leaders *increase officers' positive attitudes towards change* through role modelling and motivating officers. While enhancing psychological safety among officers by providing timely support. Effective communication is also crucial when engaging and building rapport with officers.

A message brought to you by ICA Psychological Services