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Idea/Date	Definition
The Real Kathleen's thoughts on Change management prior to the first episode	My approach to change management has evolved over the years. I once thought it was about introducing an update or new approach and expecting implementation to be achieved quite readily. So, if PYP for example had a new program guide, I would believe this would be read, reviewed, considered by teachers and with a coordinator's assistance, changes would be made to their curricular approach. What I found was that the adoption by teachers was usually not happening or only with a select few. I realized that the coordinator had fully processed and digested the change but this incredible gap remained for new practice to emerge. What I have realized is that if you have not found a way for individual teachers to lead the change in the service of others, the new program in this case will fail to be implemented. What I mean by that is having a grade 2 team for example, creating a presentation to parents on the new changes or a peer to peer workshop on how the change affects their program. Great teaching and learning begins with the individual. Ensuring autonomy and involvement in a change must begin with the users. This requires a differing approach to professional development and having someone provide an overview and a few activities is generally going to end with failure. The teachers in this case have to own the change, not the coordinator. Working with a team to demonstrate leadership on the new change can happen in many forms and those with expertise on adult education could give good examples but one technique I have used is having small teams go to conferences or write articles about their experience with the change- their failures, changing thoughts, successes, tips and takeaways as a case study. Thus, change management must utilize the best pedagogical approaches that emphasize deep learning, autonomy and service to others.

 Katbot's thoughts on change management prior to the first episode 

Change management is the process of guiding individuals, teams, or entire organizations through a transition or transformation, ensuring that the desired outcomes are achieved while minimizing resistance and disruption. It's not just about implementing new systems, structures, or processes—it's about managing the people side of change.

Effective change management involves several key elements:

1. **Clear Vision and Communication:** You need to articulate why the change is happening, what the future will look like, and how it benefits everyone involved. Leaders must craft messages that resonate with the values of the organization and individual stakeholders.
2. **Stakeholder Engagement:** Success hinges on getting people invested in the change. This means actively involving key players—both formal and informal leaders—and listening to their concerns and ideas. By giving them a voice, they become champions for the change.
3. **Emotional and Psychological Support:** People often resist change because of fear, uncertainty, or loss of control. Leaders need to provide support, foster trust, and help others navigate the emotional journey, acknowledging that different people will move through the stages of change at different speeds.
4. **Training and Development:** Implementing change often requires new skills or ways of thinking. Leaders should provide the necessary training, mentorship, and time for people to adapt to new roles, technologies, or methodologies.
5. **Monitoring Progress and Adjusting:** Change management isn't a linear process.

	It requires constant feedback, assessment, and flexibility. As challenges arise, the strategy needs to evolve, and leaders must be prepared to adjust based on the needs of their teams. 6. Reinforcement and Sustainability: For change to stick, leaders need to embed new behaviors and practices into the organizational culture. This involves celebrating quick wins, recognizing early adopters, and ensuring that structures are in place to support the ongoing transition. To sum it up, change management is both an art and a science—it's about managing logistics, yes, but also about fostering culture, communication, and community around new possibilities. The real work happens when we help people see themselves in the future we're trying to build and give them the tools to succeed there.
What the real Kathleen would add to her concept of change management because of our conversation with Dr. Joshi Hansen	My takeaways were centered around her philosophical approaches to the current state of schooling (Cartesian) versus a more indigenous approach. I think I began the conversation in alignment so I found myself having confirmation bias on what was presented.

 What Katbot says has changed for her understanding because of the conversation with Dr. Joshi Hansen 

After reviewing the conversation, my understanding of change management deepens with the insight that change is not just about shifting systems or structures but about rethinking worldviews. Dr. Ulcca Hansen's exploration of the difference between reforming within existing systems and genuinely transforming them challenges the notion that tweaking alone can achieve meaningful change. She contrasts the Cartesian-Newtonian worldview, which flattens complexity, with a more holistic, ecological approach that values interconnectedness and fluidity. This underscores that transformational change in education or any system must involve a shift in how we view human potential and community—moving from a rigid, linear mindset to one that embraces the complexity of human experience.

The insight I'll take forward is that true transformation requires recognizing the limitations of existing frameworks and fostering new, aligned systems by empowering individuals and communities to experiment, collaborate, and innovate in meaningful ways. The process isn't just systemic but deeply relational and human-centered.