

Part B

Leading Organizational Change

Part B

Innovation: I plan to create a centralized resource repository for language arts instruction

Why: Students are the leaders of tomorrow; therefore, it is our job to create a spark in their present so that their futures can ignite through direct instruction.

Influencer Strategy: When launching a change in the education system, there are a few key influencers who help drive the change initiative. Involving these key influencers early helps build buy-in, spread positive messaging, and model the desired behavior for others. Empowering district leadership and department heads, in particular, plays a crucial role in driving this innovation forward. District leadership, teachers, and other stakeholders must also embrace this change.

Vital behaviors are specific, observable actions that drive the most significant results in a change effort. These are the critical few things people do that lead to the desired outcome.

- The technology and curriculum departments, along with select stakeholders, collaborate to create the repository.
- Select teachers are trained to use the repository, and controlled release is implemented.
- Feedback is collected to improve the innovation
- Training and roll-out to the first-grade teachers

Lasting change occurs when all six sources are aligned—people feel motivated, have the necessary knowledge, receive social support, and the environment reinforces the new behavior. In our case, we will align these sources by providing clear reasons for the change (motivation), training teachers on how to use the repository (ability), fostering a supportive community of teachers (social), and structuring the environment to make using the repository the norm (structural).

	Motivation	Ability
Personal	Teachers spent more time instructing than preparing Teachers will not be spending time searching for resources to teach Teachers provide feedback and help each other	Teachers are trained to use the repository Support is provided for troubleshooting Teachers share the glows and grows of the implementation
Social	Administration and department heads	Department heads use their abilities to

	motivate and influence the change Training is provided before implementation Teachers opposed to the innovation are provided with buddies to help them ease into the innovation.	create the repository Control release to get feedback and improve the repository Buddies will help the reluctant teacher get comfortable with the innovation.
Structural	Administration enforces the change by explaining why it's needed and the benefits it will provide. Use of the repository becomes a new norm Teachers' usage of the repository is monitored to check if all use it.	Collaborative meetings are used to exchange ideas and provide support to teachers who still need support. Collaborative meetings foster a sense of community and shared responsibility, making everyone feel included and part of a team working towards a common goal. Training sessions are provided for teachers who need them.

4DX Plan: Implementing the 4 Disciplines of Execution (4DX) in an elementary school requires guiding teachers and staff through the five stages of change to build lasting habits that drive student success. Change begins with getting clear on the school's Wildly Important Goals (WIGs) - creating a resource repository and implementing the lead measures —training teachers to utilize the repository, collecting feedback, and improving it as needed —while providing support as required — are essential. From there, the school builds momentum through an engaging launch, moves into adoption as teachers consistently apply the new practices, and reaches optimization as teams refine strategies for greater impact. Finally, the process becomes second nature, forming lasting habits that embed focus, accountability, and achievement into the school's culture.

Self-differentiated leadership & Crucial Conversations: A self-differentiated leader uses the Crucial Conversations skills to:

- **Start with heart:** Focus on shared goals rather than personal agendas.
- **Make it safe:** Create an environment where staff feel respected and heard, even when discussing complex topics.
- **Master their stories:** Control emotional reactions by separating facts from assumptions.
- **Encourage dialogue:** Listen actively to understand differing perspectives and find common ground.

Combining self-differentiation with crucial conversation strategies helps leaders remain calm under pressure, communicate clearly and effectively, and build a school culture grounded in trust and respect. This approach enables leaders to lead change with clarity and compassion, fostering both accountability and collaboration among their team.

Bringing it together:

All the components of Why, Influencer Strategy, 4DX plan, Differentiated Leadership, and Crucial Conversations help in the implementation of my innovation plan to create a centralized resource library. They make a cohesive and comprehensive strategy that combines heart, structure, behavior, measured outcomes, leadership, and communication at its core. The why expresses passion, influencers shape behavior, 4DX helps sustain momentum, Leadership guides, and conversation brings everyone together. When all of them work in cohesion, it will ensure the creation and implementation of a centralized repository for language arts instruction, allowing teachers to regain time from planning and preparation and spend it on student-centered activities.

References

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