Set the Stage for Change
Embracing change can become a part of an organization’s culture, but in order for this to happen, change must be presented appropriately; as an opportunity and not as a threat. Here are some guidelines on how to implement change:

- The change must be explained in a way that everyone can understand.
- The organization needs to believe that the change is valuable to its future, and it must stand behind the strategy required to achieve the change.
- All barriers to the change need to be identified and removed.
- Management has to lead by example, and so they must be positive about the change.
- Training needs must be identified and training must be provided for any new required skills.
- Measurement or monitoring systems need to be set up so results of the change can be validated.
- Continuous feedback must be provided regarding the change to those involved in implementing the change.
- Coaching has to be provided to correct any undesirable behavior, and desirable behavior should be recognized and rewarded.

Leadership
Leadership is a skill that can be learned and improved with practice. A leader is not someone who is above the rest. It is someone who is passionate about spreading the word about his or her mission. It is someone who actively seeks the cooperation of others in accomplishing a mutual goal. First, value each individual for who he or she is, then find ways where you can all contribute to your mission.