

Leading Justice System Change: Framework

8 Steps for Leading Change

John Kotter's methodology for producing lasting change.

Website: <https://www.kotterinc.com/methodology/8-steps/>

Book: <https://www.kotterinc.com/bookshelf/change/>

Article: <https://hbr.org/2021/08/is-your-organization-surviving-change-or-thriving-in-it>

Leading Justice System Change: Video Series & Tool Kit

Kotter's 8 Steps for Leading System Change: Additional Details	
1. Create a Sense of Urgency	<ul style="list-style-type: none"> Inspiring people to act – with passion and purpose – to achieve a bold, aspirational opportunity or address a significant problem or challenge. Develop a compelling message that engages and moves your colleagues to “be all in.”
2. Build a Guiding Coalition	<ul style="list-style-type: none"> Build a Guiding Coalition of committed people. Convince the leaders in your community to be a part of a powerful network working for positive change.
3. Form a Strategic Vision	<ul style="list-style-type: none"> Work together to co-create a Strategic Vision. Clarify how the future can be different from the past Seek buy-in for creating a better future.
4. Enlist a Volunteer Army	<ul style="list-style-type: none"> Don't go it alone. Enlist a volunteer army, which recognizes that large-scale change can only occur when large numbers of people rally around common goals and opportunities. Build a movement and inspire others to join you on the journey.
5. Enable Action by Removing Barriers	<ul style="list-style-type: none"> Enable action by removing barriers that impede progress. Use the collective influence of leaders in your community to eliminate barriers and foster true collaboration and innovative problem-solving.

Kotter’s 8 Steps for Leading System Change: Additional Details	
6. Generate Short-Term Wins	<ul style="list-style-type: none"> • Energize your coalition by tracking, recognizing, and communicating progress and accomplishments.
7. Sustain Acceleration	<ul style="list-style-type: none"> • To sustain momentum, be relentless. • Push for change after change (both large and small) until your vision and goals are realized.
8. Institute Change	<ul style="list-style-type: none"> • Lock-in – institutionalize – the changes you have made. • Replace old habits with new habits, which is essential for change to last. • Reinforce new behaviors, mindsets, and ways of working. Remember to embed the changes in your systems and processes to avoid regression (to old ways).