

Change Management For Managing Change

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UC
2024

Session Goals

1. Identify & Prioritize possible areas for change
2. Prepare for & avoid pitfalls
3. Assess your success

“Intelligence is the ability to adapt to change.”

Stephen Hawking

“They always say ‘time changes things,’ but you actually have to change them yourself.”

Andy Warhol

Cross Your Arms



Cross Your Arms the “Other” Way

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Why Change?

- Innovation
- Efficiency
- Market Factors
- Patient Needs
- External Circumstances



Why **MANAGE** Change?

Minimize Disruption

Minimize Risk



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Your mission: LEAD the change

- Set clear expectations
- Define responsibilities
- Use Active Listening to balance leadership and support
- Identify and remove obstacles

Because I said so!

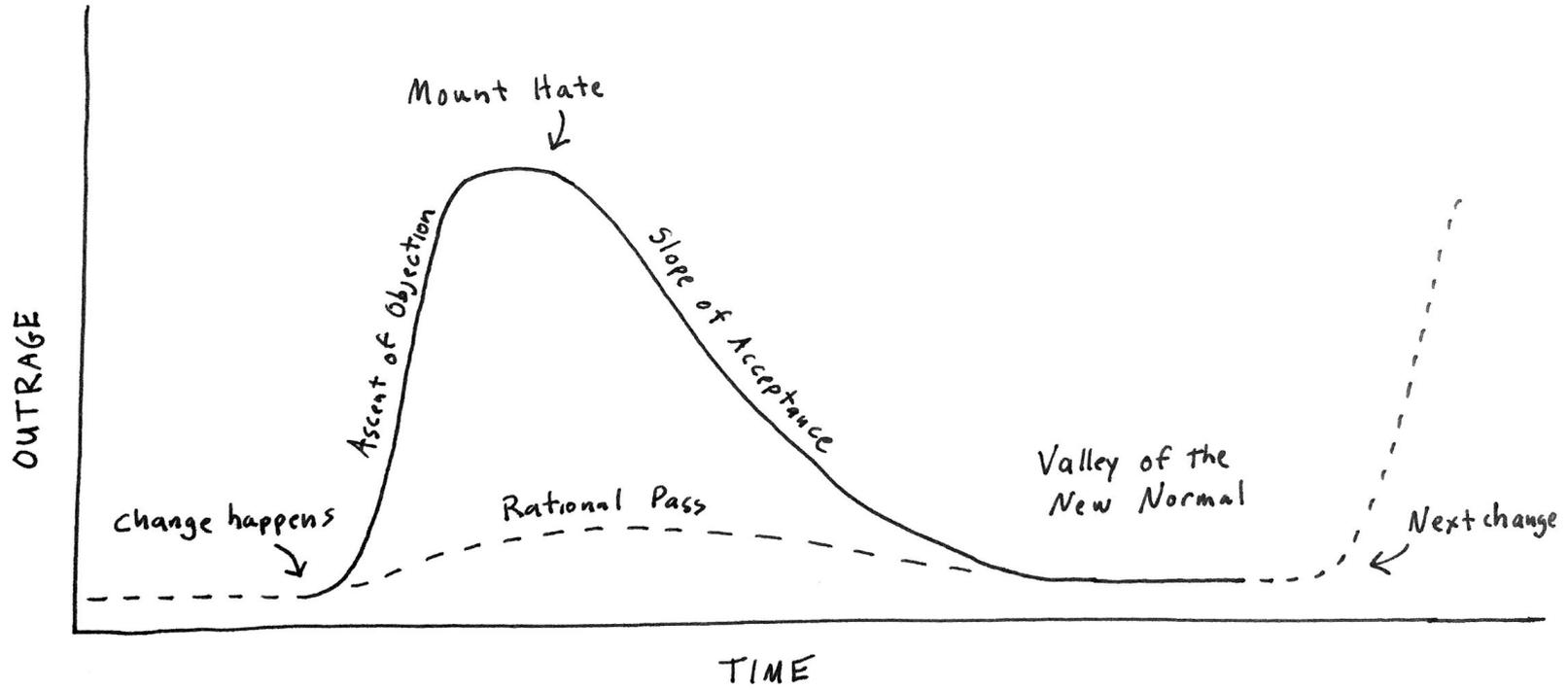




The Purse Activity



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WHAT to Change: Strategy vs Tactics

Prioritize



Simplify

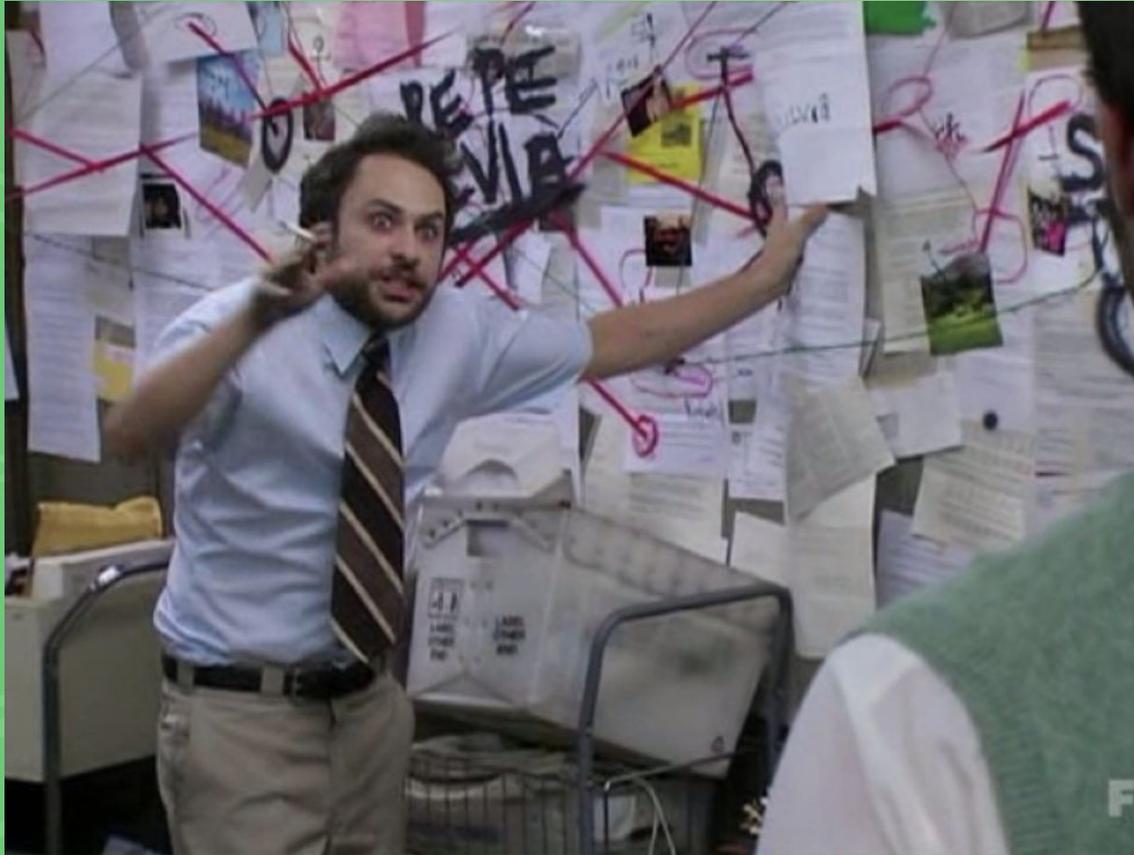
- Eliminate
- Automate
- Delegate

Brainstorm!



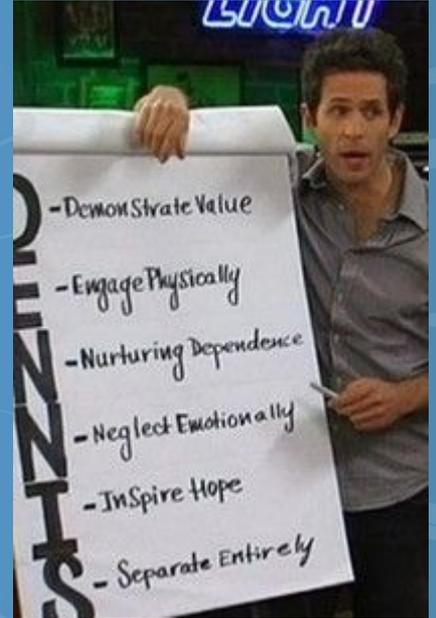
Scientific Method Ready for Action!





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1. Stakeholders – Who will be affected?
2. Objectives – What do they need to know?
3. Channels (emails, meetings, newsletters) – Where and how?
4. Message Development and Schedule – When?
5. Roles/Responsibilities – Who will do the communicating?
6. Feedback – How do we know it's working?
7. Contingency Plans – What do we need to do to pivot?





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Successful Change!



Keep Moving!

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Session Takeaways

1. Change will happen regardless—manage it intentionally to minimize disruption
2. A Change Champion team and Communication Plan will be essential tools for your success
3. You are allowed to pivot

What Questions Do You Have?