Maybe one of the most unstoppable force in the arsenal of mother nature is water, when it rushes through with a large momentum of force it will obliterate everything in its way. One of the most evident results of the surging power of water is the famed Grand Canyon located in the state of Arizona, close to the borders of Nevada and Utah. According to Zimmermann (2013), that the Grand Canyon was formed through millions of years of erosion caused by the bustling waves of the Colorado river beginning five million to 10 million years ago. The water as per stated, carved the magnificent Grand Canyon from solid earth. The power of water trail blazed the lands to lead humanity to one of its greatest gift from nature, like the power of water to create, lead, and trail blaze the element of nature to its liking so should be a leader. A leader should be a trail blazer for change that will lead his/her people, creating ways for their single goal.

However, being a leader is a perilous job by itself but being a leader for change takes it up a notch. Leading a group of people for the better, only means changing one’s self and the group collectively. According to Aguirre and Alpren (2014) there are steps for leading change in managing your people. these five steps will help leaders in trekking or transitioning his/her people for change Lead with culture; Start at the top; Involve every layer; Make the rational and emotional case together; Assess and adapt.

LEAD WITH CULTURE

A leader aspiring to change his/her people in a certain way takes a lot of precision and sensitivity. Changing a group of people for a certain goal means realigning the roots of the workplace but planning and initiating the change does not really work most times for a specific number of reasons like leaders aiming for change meant to focus on enacting new formal process, that in theory would work, rather than incorporating the change that would greatly satisfy the pre-existing work culture of the workplace. In the case, a survey from Katzenbach Center showed off that 76% of transformation effort in workplace failed for they have disregarded the culture, 84% on the other hand claimed that culture incorporation is a critical ingredient in leading for change while 64% looked at culture as more integral function rather than strategy and inside operating models Aguirre (2013). As a leader aspiring change in his/her workplace he/she should not aim on changing the workplace and its culture but instead draw energy or inspiration on how to efficiently change his/her people that gives high regards to the established culture.
START AT THE TOP

A collective change always starts at a small spark, a fundamental change is need with everyone especially the one leading the pack. Wanting a major change for your people will require sincere self-reflection, self-reflection on what you wanted to change with yourself and your work place that will serve as a steering wheel that will help you navigate in the desired direction you wanted to venture in. A leader need to know what is it that he wanted to change that will have immense reflection on its people and/or the organization he/she is handling. Self-evaluation will be most effective in leading for change, for if the leader itself cannot enact change on his/herself then therefore he/she will not be able enact change to his people or workplace.

INVOLVE EVERY LAYER

In a conventional organizational structure, the leader or whoever possesses the highest command will always have the last decision regardless if the people under him/her agrees that is why most transformation efforts of leaders fail for they disregard the input and opinions of people who will be affected in the enactment of the changes they planned. Consulting people who will be affected by the changes will prove a smoother transition of changes may it be in the workplace or operating model. Such problems often happen for leaders, executive, or even planners believe that in planning the less the people the faster and the smoother it will become but that is the contrary to the fact, in planning, people that will be affected by the changes should be involved because these people has more insight and knows more than the planners and the leaders. And involving people will increase the sources of information and may open a new venture to fix this in practice may prove longer than planning with just a number of people but having people from different departments from your organization will save you time in solving future untold headaches.

MAKE THE RATIONAL AND EMOTIONAL CASE TOGETHER

Human beings are both very rational and emotional creatures that being said human beings respond to actions that engages their heart and wit, making them feel that they are part of something. Such qualities to be understood are vital in implementing change for when a leader struck the strong personal connections with his/her people he/she will be able to bring out his/her desired result benefiting both the organization and the employee.

ASSESS AND ADAPT
Venturing towards change is a pretty challenging job it involves planning for hours and hours but in transitioning leaders even planners cannot control some variable and as a leader you do not want this happening to your organization. As a leader guiding your people to metamorphosis you should have layers of plan and assessing things in your transition will help you adapt and lead in a more efficient manner without sacrificing or altering original plans.

Often, people that has been comfortable in a certain established thing or way of working are the most hesitant to change but a leader you are responsible to push your people, to take them to another level, to their best version of themselves. As a leader you are tasked to trail blaze, to open up paths that will lead change that shall launch your people to metamorphosis and bettering themselves.

REFERENCES:

