Kotter’s Eight Accelerators to Change Framework

Kotter JP. *Accelerate:* *Building Strategic Agility for a Faster-Moving World*. Boston, MA. Harvard Business Review Press, 2014.

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| **Berkeley Change Management Toolkit Category** | **Kotter’s 8 Accelerators** | | **Notes**  **(Where do you think your organization is? Key individuals or actions?)** |
| Change management pre-work | Build a sense of urgency | Inspire people to act. |  |
| Build a guiding coalition | Committed people who will guide, coordinate, and communicate. |  |
| Manage personal transitions | Form a strategic vision | How will the future be different? |  |
| Enlist a volunteer army | Individuals who want to actively contribute. Collectively unified in achieving goals. |  |
| Develop a plan | Enable action by removing barriers | Clear the way for people to work across siloes. Manage transitions and resistance. |  |
| Implement and monitor change | Generate short-term wins | Wins are the molecules of results. |  |
| Sustain acceleration | Don’t skip any of the steps or learnings. |  |
| Institute change | Articulate the changes between new behaviors and organizational success. Evaluate and monitor systems and processes. |  |