

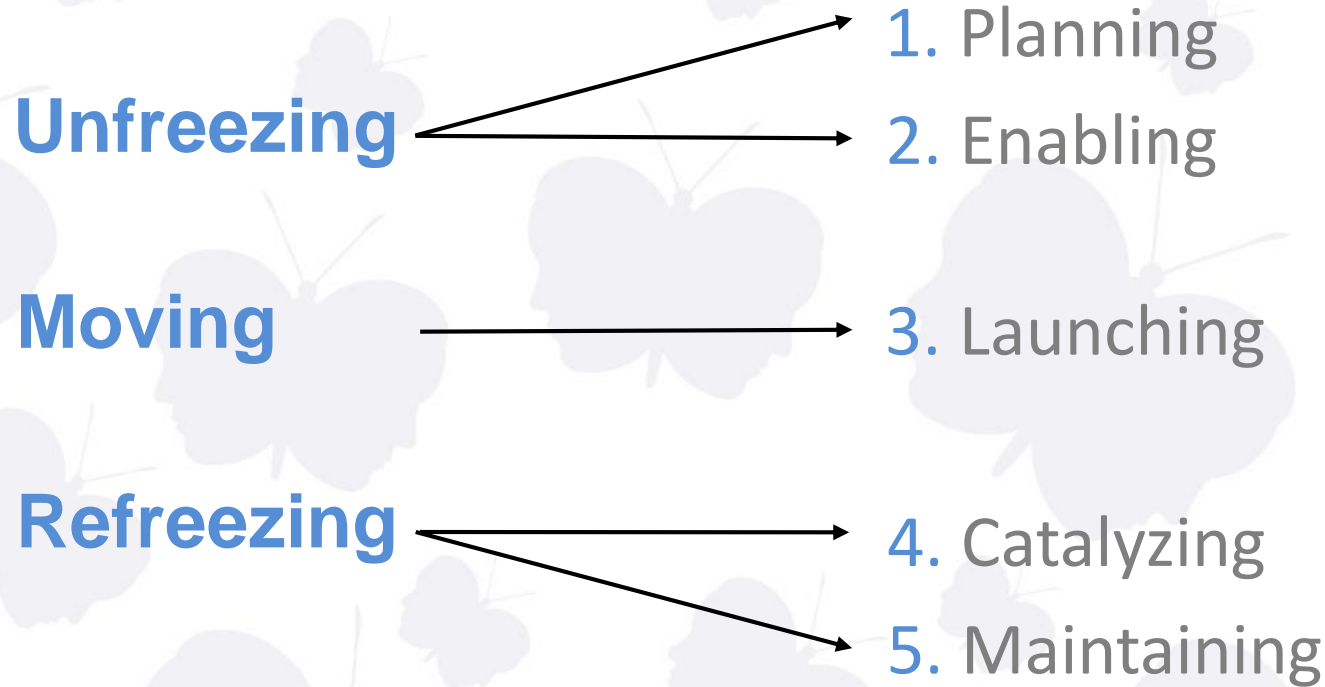
Main Stages of Change



Main stages of change

Main Stage	Description
Unfreezing	Getting the need to change to be accepted
Moving	Putting the changes into effect
Refreezing	Consolidating the changes so that there is no reversion

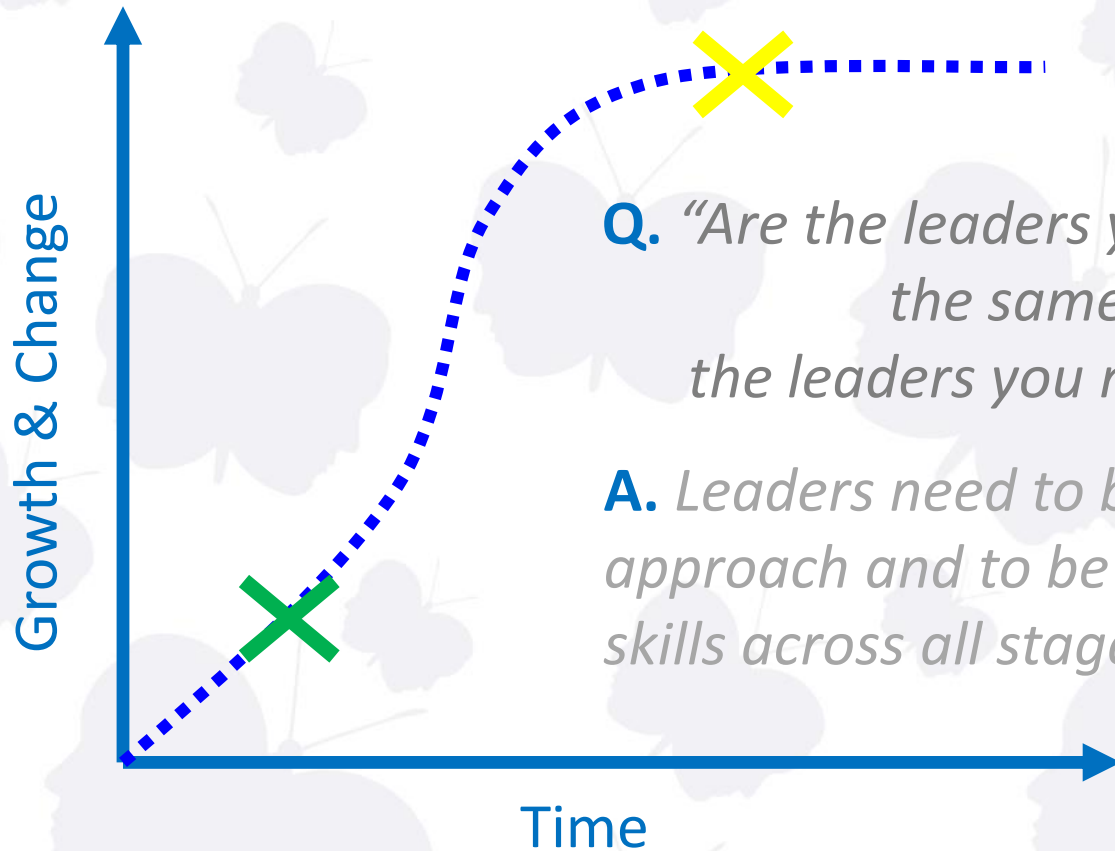
Sub-Stages of Change



Leadership tasks: Different Stages of Change

Main Stage	Sub-Stage	Leadership task
Unfreezing	Planning	Acquire information Creative ideas Strategy formulation
	Enabling	Explaining plan Convincing employees Empowering/involving Assisting
Moving	Launching	Implementing steps Meeting goals Getting results Assessing progress
Refreezing	Catalyzing	Inspiring Energizing Assisting
	Maintaining	Overseeing progress Guiding Energizing Assisting

Leadership Styles & Change Stages



Leadership Styles: the best for each stage

Stage	Sub-Stage	Leadership task	Leadership Style
Unfreezing	Planning	Acquire information Creative ideas Strategy formulation	Logical Inspirational
	Enabling	Explaining plan Convincing employees Empowering/involving Assisting	Logical Inspirational Supportive
Moving	Launching	Implementing steps Meeting goals Getting results Assessing progress	Commanding Logical
Refreezing	Catalyzing	Inspiring Energizing Assisting	Inspirational Supportive
	Maintaining	Overseeing progress Guiding Energizing Assisting	Logical Inspirational Supportive