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10 principles of leading change  
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Leading Change – an eight stage process.

1. Establishing a sense of urgency. 2.

Creating the guiding coalition. 3.

Developing a vision and strategy . 4.

Communicating the change vision. 5.

Empowering broad-based action . 6.

Generating short-term wins . 7.

Consolidating gains and producing more change. 8. Anchoring new approaches in the culture

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Kotter proceeds to explain his eight-stage process of creating major change that consists in (1) establishing a sense of urgency (2) creating the guiding coalition (3) developing a vision and strategy (4) communicating the change vision (5) empowering broad-based action by getting rid of obstacles and changing systems or structures that undermine the change vision (6) generating short-term wins (7) consolidating gains and producing more change (8) anchoring new approaches in the culture.

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