

## **8 Proven Steps to Effectively Lead Change in Higher Education**

**Lynn G. Gillette**

Step 1: Create a Sense of Urgency

Step 2: Create a Guiding Coalition

Step 3. Develop a Vision and Strategy

Step 4: Communicate the Vision

Step 5: Empower Faculty and Staff to Implement the Change

Step 6: Generate and Celebrate Short-Term Wins

Step 7: Consolidate Gains and Produce More Change

Step 8: Anchor the Change in the Culture

The eight steps are based on the work of John P. Kotter. He outlines and discusses the steps in numerous articles and books. I encourage to read his book [Leading Change](#).