

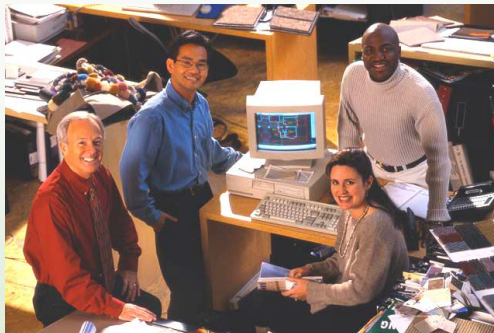
SUPERVISOR Leading Change EFICAZ

Módulo I Lección 1
Parte I

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THE OBJECTIVE OF A PERSON IN A SUPERVISORY POSITION

To always obtain the collaboration of the team, to do their tasks and **to reach the goals** in their department or area of work (their small business) **in an effective manner.**



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DEVELOPMENT OF THE EFFECTIVE SUPERVISOR



SUPERVISOR CHANGE EFICAZ

Group exercise

Pause the
Video and do the
exercise

*Think about, write it and then
share with the group*

SUPERVISOR

*What change means? Why to change?
How you feel about change?*



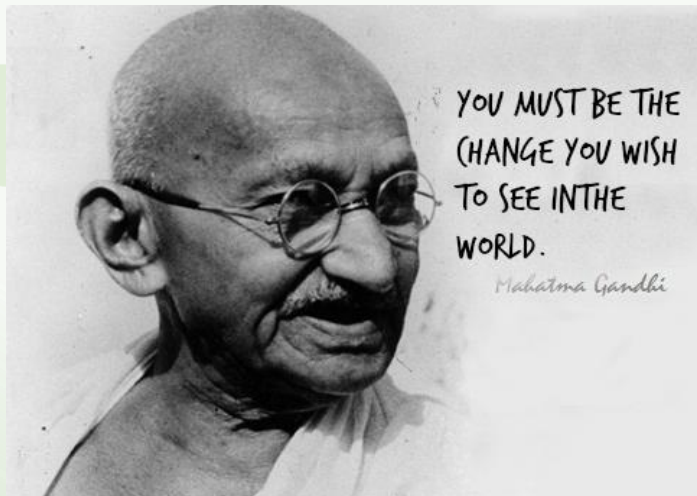
SUPERVISOR

Change means

- Do something different
- Be someone different
- Replace something or someone
- Adapt to new ways or systems

The reality of change

- Change is constant and is the norm; everything changes!
- Leaders often envision it; they might create it, they might drive change...
 - Followers might go along with it
 - Others might be pulled along by the forces of change
 - Others might resist it and be left behind



The reality of change

Change...

- Can cause stress and insecurity
- Can generate resistance
- Can create new opportunities for those who are prepared to embrace it



What generate the changes?

- The internal forces of the company:
Mission, strategies, plans, goals, weaknesses, strengths, employees, management, the culture and leadership
- The external forces:
Industry, competition, technology, consumers, environment, government, society, fashion, opportunities and threats
- The combination of both forces

Think about, write it and then
share with the group

Why do we resist change?

- ↓ Fear
- ↓ Risk
- ↓ Laziness
- ↓ Reluctance to change habits
- ↓ Influence of others
- ↓ Revenge
- ↓ Negative attitude



Think about, write it and then
share with the group

Discuss what you learned
and how you will apply
these concepts in your
personal and work life