**Kotter and Cohen’s Model of Change Template**

Directions:

Each step identifies to your chosen PICOT question. Your responses in each step of the eight steps of Kotter and Cohen’s Model of Change will be no more than 5 sentences in length.

EBP implementation relies on teams, stakeholders, communication, and conflict management strategies in the effort to support organizational change in the workplace.

You will use this template and copy and paste this into your unit 8 Word assignment. The template will expand as you enter your responses inside the template.

Step 1- Explain the urgency and how would you create this “sense of urgency” within an organization.

Step 2- Identify the members of your team.

Step 3- Provide the vision and a possible timeline.

Step 4-Provide research article/s supporting the vision.

Step 5-Provide what would you include to support individual behaviors as change occurs within the organization, as well as identification and promotion of conflict management strategies.

Step 6-Identify short term successes.

Step7-Address conflict management strategies in support of continued organizational change.

Step 8-Explain what you would add to support the culture of the organization in support of change.

Kotter and Cohen’s Model of Change Template

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| Eight Steps | Answers |
| Step 1: Action |  |
| Step 2: Build the guiding team |  |
| Step 3: Get the vision right |  |
| Step 4: Communicate “Buy in” |  |
| Step 5: Empower action and remove barriers |  |
| Step 6: Create short-term wins |  |
| Step 7: Do not let up |  |
| Step 8: Make change stick |  |