### Video Learning



### MANAGING COMPLEX CHANGE

 Putting in place an international strategy can be compared to managing a process of complex change. <u>refresment</u>



#### What would be the answer in your institution to this question?







# How to make strategy come alive

- Influences and potential impact of institutional culture
  - staff is afraid of changes
  - staff own motivation and lack of motivation regarding the strategy plan.
- Support factors
  - to be adaptable to changing environment
  - find motivation in new common goals
- Hinder factors

**–** ......



## 2nd video

<a href="https://www.youtube.com/watch?v=K7agjXFFQJ">https://www.youtube.com/watch?v=K7agjXFFQJ</a><a href="https://www.youtube.com/watch?v=K7agjXFFQJ">U</a>

## Questions to reflect

- How could stablished roles in your institution affect the implementation/application of the strategy?
- How important is external motivation in your institution?
- What actions may be taken to ensure the survival of the strategy?
- Which are your institution's support and hinder factors?

# And just in case ...

**BE POSSITIVE!!** 

Always look at the bright side of life.

https://www.youtube.com/watch?v=kE186w91Y VU