

## Levels of Change Leadership Skills

Level I	Accepts the need for change, communicates and defends the need for change throughout the organization, creates an open and receptive environment → small change initiatives with clear direction
Level II	Defines and initiates change, identifies leverage points for change in processes and work habits → change projects at local level
Level III	Leads change, translate the vision of the organization into the context of a specific change initiative and bring this message to the entire organization, redirects approaches in the face of new opportunities → transformation of a central vision into change initiatives and organization-wide communication
Level IV	Manages complex change, understands the cultural dynamics of the current state of an organization, creates a strategic practical course, balancing the current reality with the need for rapid adoption of the desired future reality → generates change with a high degree of transformation
Level V	Champions change, challenges the status quo by comparing it to an ideal or a vision of change, causes crisis in order to support dramatic actions and change efforts, transforms the organization → Ability to revolutionize organizations

Derived from Canterucci, J. "Are you a Change Leader?"  
[www.corpchange.com/archives/article](http://www.corpchange.com/archives/article); in "What Makes a Good Change Agent." Recklies, D.  
[http://www.themanager.org/strategy/change\\_agent.htm](http://www.themanager.org/strategy/change_agent.htm)