



## Top 10 Rebel Success Strategies to Inspire Meaningful Change

**Change is a PEOPLE Process.** No matter how small or large. The minute you start thinking about it as a system, process or organizational event, things start to go haywire. Always consider the perspective of the change effected and how to incorporate those perspectives.

**Enroll your Champions** – Don't go it alone. You'll need champions at every stage to ensure lasting meaningful change. They share the vision and help expand the impact. Champions should be empowered to lead the charge within their scope / area. They may even assume leadership.

**Listen to Truly Hear** – For the change effected, listen and really hear their fears, concerns and feedback. Put yourself in their shoes. Even if the concerns seem small to you, they may be huge in their eyes. Employ empathy to demonstrate that you've heard. Communication should be created to address the concerns you've heard.

**Understand the Fear, It's loud!** – Moderate to high levels of stress can be experienced by almost 80% of those effected. Oftentimes the fear is so loud, it drowns out all efforts at communication. Your message can't be heard. Feeling heard can dampen the loudness of fear and allow a dialogue to begin.

**Inspire with Vision** – Create a vision of the future that inspires and attracts the people in the organization. Inspiration excites and attracts. Stories can positively connect and inspire to action especially when connected to benefits. As you create the vision include sensorial details to connect with others.

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**10X communication** – Overcommunication is not possible during a change initiative. Identify different ways/methods of communication. Audio, video, music, newsletter, stories, live meetings, games, interactive training, etc.

**Simple and Elegant** – Creating something new and different doesn't mean it also needs to be complicated. In fact, complicated solutions have a low success rate. Simple and elegant means easy to accept and adopt. People can get behind things that simplify their lives and their work.

**Grow the impact** – Plan to share interim successes. Encourage those impacted to share their perspectives in their voice. By modeling the desired behaviors, others see and understand what's expected. The impact to any change initiative done well yields dividends beyond expectations. Follow through with the change post completion of the initiative. It communicates to the organization your investment and

**Do something Fearless every day** – Leading change means everyone is watching you which is a great opportunity to lead by example. This means doing something new, something different, something maybe even a bit scary. And sharing that with others who are also experiencing the change. Growing each and every day with challenges and newness. Establish a habit, just like drinking water or brushing your teeth. Once you do, you'll see how much fun it is to be fearless!

**Have a long-term energy strategy** – When you get excited about something and are in the initial phase it's easy to get passionate about your ideas and experiences. To kick off with the zest of newness. Over time, continually at a high point and without recovery can lead to burn out, both for yourself and others. Determine a long-term energy strategy across the initiative with key points of new infusions of high energy.

Check out my blog for more topics <https://rebelsuccessforleaders.com/blog/>

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