



Worksheet:

Managing Change – Higher Education Institution Case

Module 4: Managing Change



Sequence

Duration: 1 hour

Method: Group discussion

Output:

Action plan for managing change in higher education with 4-Step Framework



Instruction

All participants will be randomly divided into four groups.

Each group will select a member to record the discussion in a Google Slide worksheet:

Group 1 → <https://bit.ly/Group1-Managing-Change>

Group 2 → <https://bit.ly/Group2-Managing-Change>

Group 3 → <https://bit.ly/Group3-Managing-Change>

Group 4 → <https://bit.ly/Group4-Managing-Change>

Each group will go over the worksheet assignments.

The facilitator will call a halt to all group discussions at the appropriate time.

Stage 1: Diagnosis

- ☐ **Identify a case regarding the necessary changes in higher education institution. Why is change needed?**

Performance Gaps?

Difference between expected
& actual performance

Opportunity Gaps?

Potential future problems/ missed
value creating opportunities

Answer:

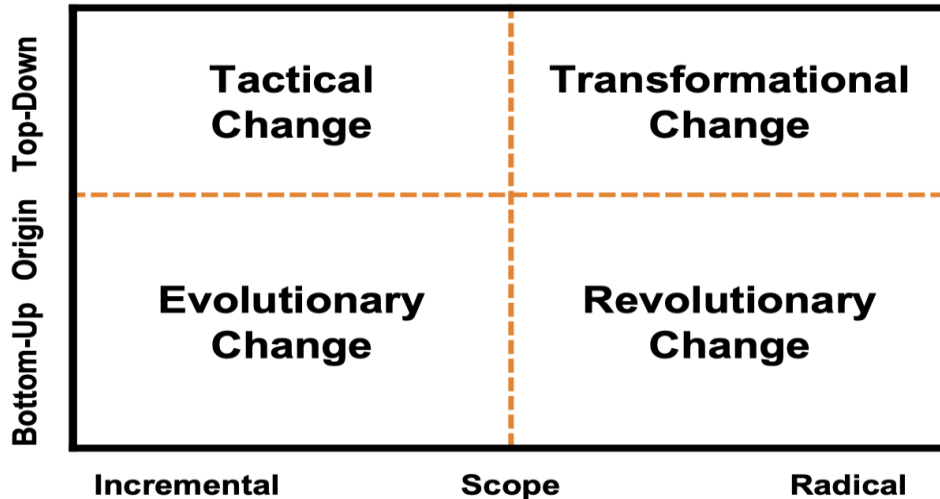
Stage 2: Design

❑ *What type of change that is suitable for your case? Why?*

Types of Change

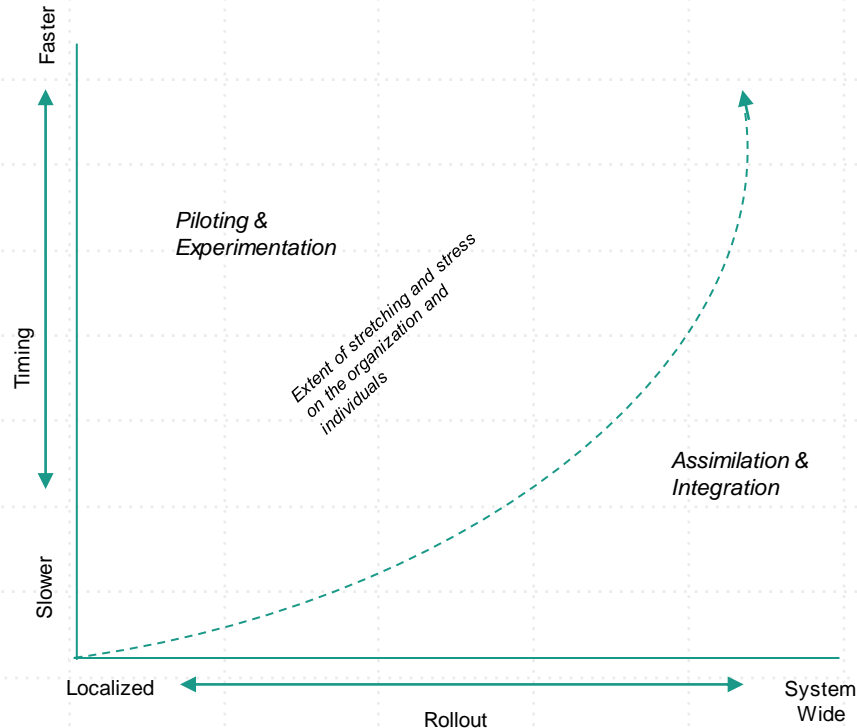
(based on Scope and Origin Design Decisions)

Answer:



Stage 3: Delivery

□ *How change can be the best implemented for your case? Why?*



Answer:

Stage 4: Evaluation

- ❑ *How can the impact of the change in your case be assessed and measured?*

The proximity to the Desired “Hard” or “Soft” Outcomes

Progress Toward Achieving Buy-in
Among Individuals in the Organization

Answer:



Thank you!