

# **The Five Top Qualities Needed for an Effective Leader to Facilitate Change in an Organization**

Introducing change into an organization can be challenging. In some cases people can be hesitant to accept change and will argue to retain the status quo. A good leader can help to make change possible even in adverse situations. It helps to understand the five top qualities needed for an effective leader to facilitate change in an organization to help make the transition as smooth as possible.

## **Persuasive**

It helps that an effective leader be persuasive to help facilitate change. A good leader can take the information given, put it into a format that makes the change look acceptable and then convince the employee population that the upcoming change is good for the company. Being a persuasive and charismatic leader can help to make change easier for all employees.

## **Thorough**

For change to benefit the organization, all of the possible outcomes must be explored. A good leader takes the time to ask as many questions as possible, and run the change ideas through every potential worst and best case scenario. One of the questions that a leader will experience during change is whether the results of the change were taken into consideration. By exploring every possible angle, the leader can give the results of the test studies.

## **Confidence**

With change comes questions. Employees may question the abilities of the manager, and there may be questions about how the change will affect the future of the company. A good leader can soothe many of those problems by remaining confident throughout the change process. When the leader stands by the change idea and offers nothing but positive words about it, that confidence helps to rally employees around the change as well.

## **Communication**

Change can cause many employees to become concerned. A leader that shuts himself up in his office while change is being implemented is sending the wrong message to the entire organization. Communication before, during and after the change process is critical to making sure that change causes as little disruption as possible.

## **Unwavering**

To go along with confidence, a good leader needs to stick to the guidelines of change and see it through as planned. Some change may require letting employees go, or making changes to job functions that some employees do not like. But if the leader has the confidence that the changes are for the good of the company, then he must remain unwavering in his execution of those changes.