

Change Management

1

Climate change has a major impact on society, which affects schools. We should set an example for students.

Sense of Urgency

2

Management team and Teachers from core team

Guiding Coalition

3

Becoming aware of the sustainable development goals. By means of workshops, lessons and posters.

Developing our Vision

4

Communicating through metaphors, forums, providing good examples and explaining apparent inconsistencies.

Communicating our Vision

5

By entering a dialogue with all employees. Encouraging the vision among the employees to implement their ideas and take them into the change.

Removing the barriers

6

By recognizing and rewarding the employees who are close to the change process, it becomes clear at all levels that the company is on a different course.

Short-Term Wins

7

Maintaining the urgency. Fighting a sense of misplaced pride and eliminating unnecessarily exhausting and demoralizing work.

Building on change

8

Norms and values should match the new vision. Evaluation and progress discussions should be planned to consolidate the change.

Embed the change