MESA Culture of Effective Leadership
Leadership Training for Leading Change
Personal Reaction & Reflection Form

NAME: ________________________________ MAJOR: ________________________________

Before getting started:
1. In your opinion, what does it take for a leader to make change happen?

__________________________________________________________________________

__________________________________________________________________________

Reflections about Step #1: Establish a Sense of Urgency
2. In your opinion, why is it important to establish a sense of urgency?

__________________________________________________________________________

__________________________________________________________________________

3. What strategies can you take to establish a sense of urgency?

__________________________________________________________________________

__________________________________________________________________________

Reflections about Step #2: Create the Guiding Coalition
4. In your opinion, why is it important to create a guiding coalition?

__________________________________________________________________________

__________________________________________________________________________

5. What strategies can you take to create a guiding coalition?

__________________________________________________________________________

__________________________________________________________________________

Reflections about Step #3: Develop a Vision and Strategy
6. In your opinion, why is it important to develop a vision and strategy?

__________________________________________________________________________

__________________________________________________________________________

7. What strategies can you take to develop a vision and strategy?

__________________________________________________________________________

__________________________________________________________________________

Reflections about Step #4: Communicate the Change Vision
8. In your opinion, why is it important to communicate your change vision?

__________________________________________________________________________

__________________________________________________________________________

9. What strategies can you take to communicate the change vision?

__________________________________________________________________________

__________________________________________________________________________
Reflections about Step #5: Empower Others for Broad Based Action
10. In your opinion, why is it important to empower others for broad based action?

11. What strategies can you take to empower others for broad based action?

Reflections about Step #6: Generate Short-Term Wins
12. In your opinion, why is it important to generate short term wins?

13. What strategies can you take to generate short term wins?

Reflections about Step #7: Consolidate Gains and Produce More Change
14. In your opinion, why is it important to consolidate gains and produce more change?

15. What strategies can you take to consolidate gains and produce more change?

Reflections about Step #8: Anchor New Approaches in the Culture
16. In your opinion, why is it important to anchor new approaches in the culture?

17. What strategies can you take to anchor new approaches in the culture?

Final Reflections:
18. On a scale from 1 (Poor) to 5 (Outstanding), please rate the quality of this training on “leading change”:

  □ 1  □ 2  □ 3  □ 4  □ 5

19. What is the most important thing you learned about “leading change”?