

Leaders of Change



Change Management in the Digital Era Education



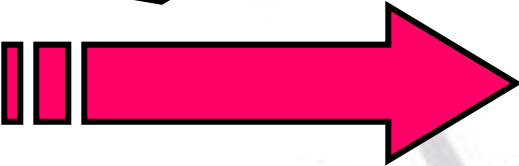
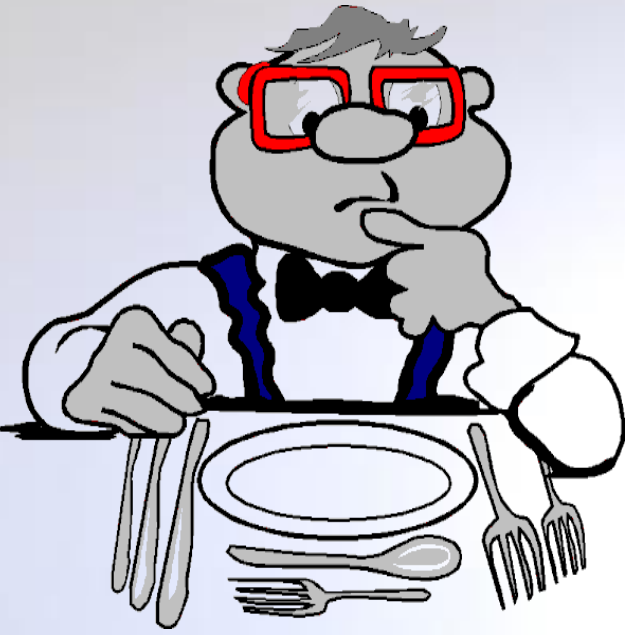
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RICE, RMUTR, Thailand



My Objective for Today

Leaders of Change



Learning Objective

- Understand the meaning of “Leaders of Change, Change Management in the Digital Era Education”
- Know the concepts of transformational leadership and digital educational transformation management.
- Know how to lead and manage change.
- Able to apply knowledge to become a leader in quality digital education.

Presentation Topics

Meaning

Concepts and theories

**Format, method,
procedure**

Case studies

Conclusion and discussion

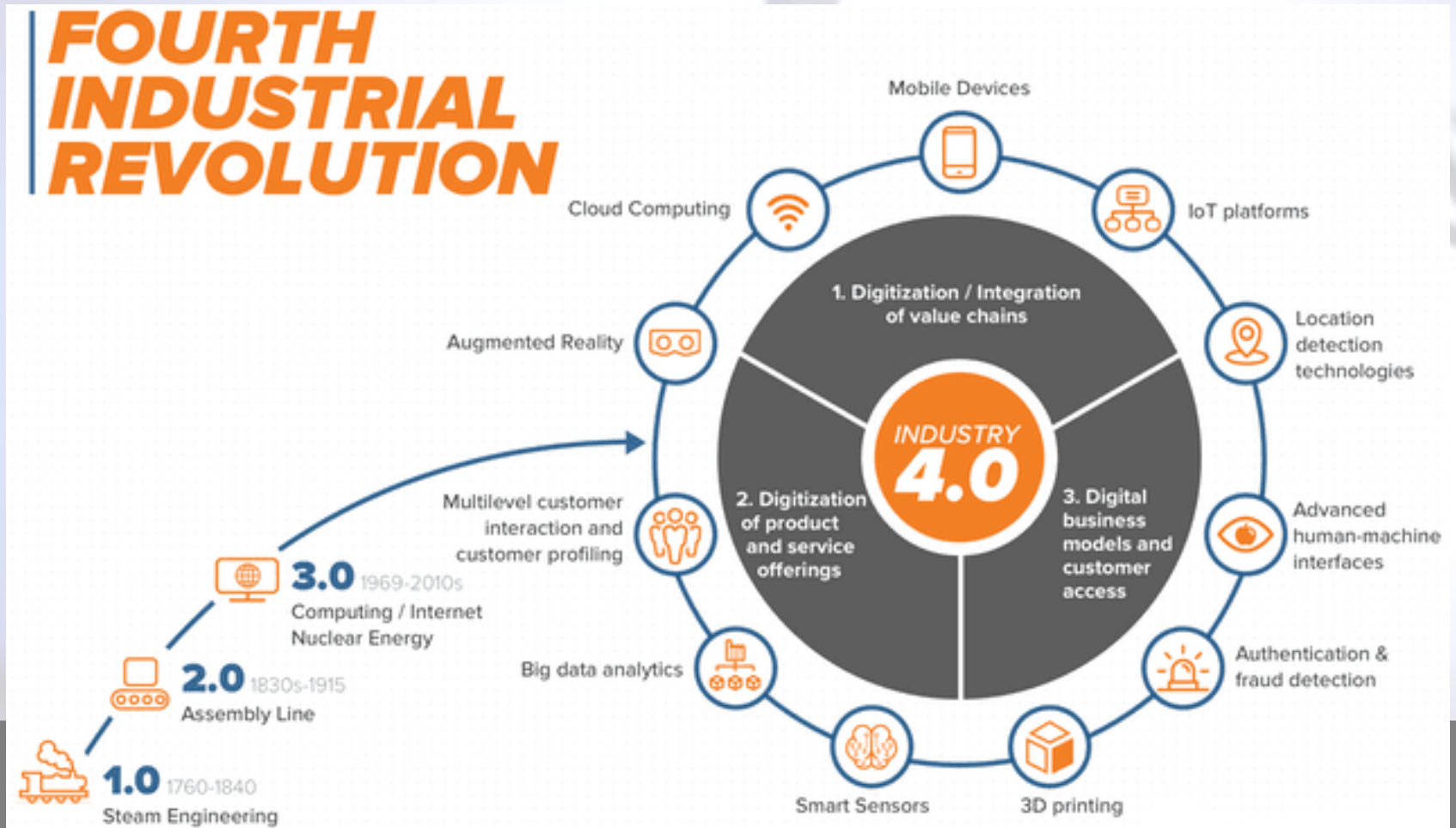


***"Leaders of
Change"***



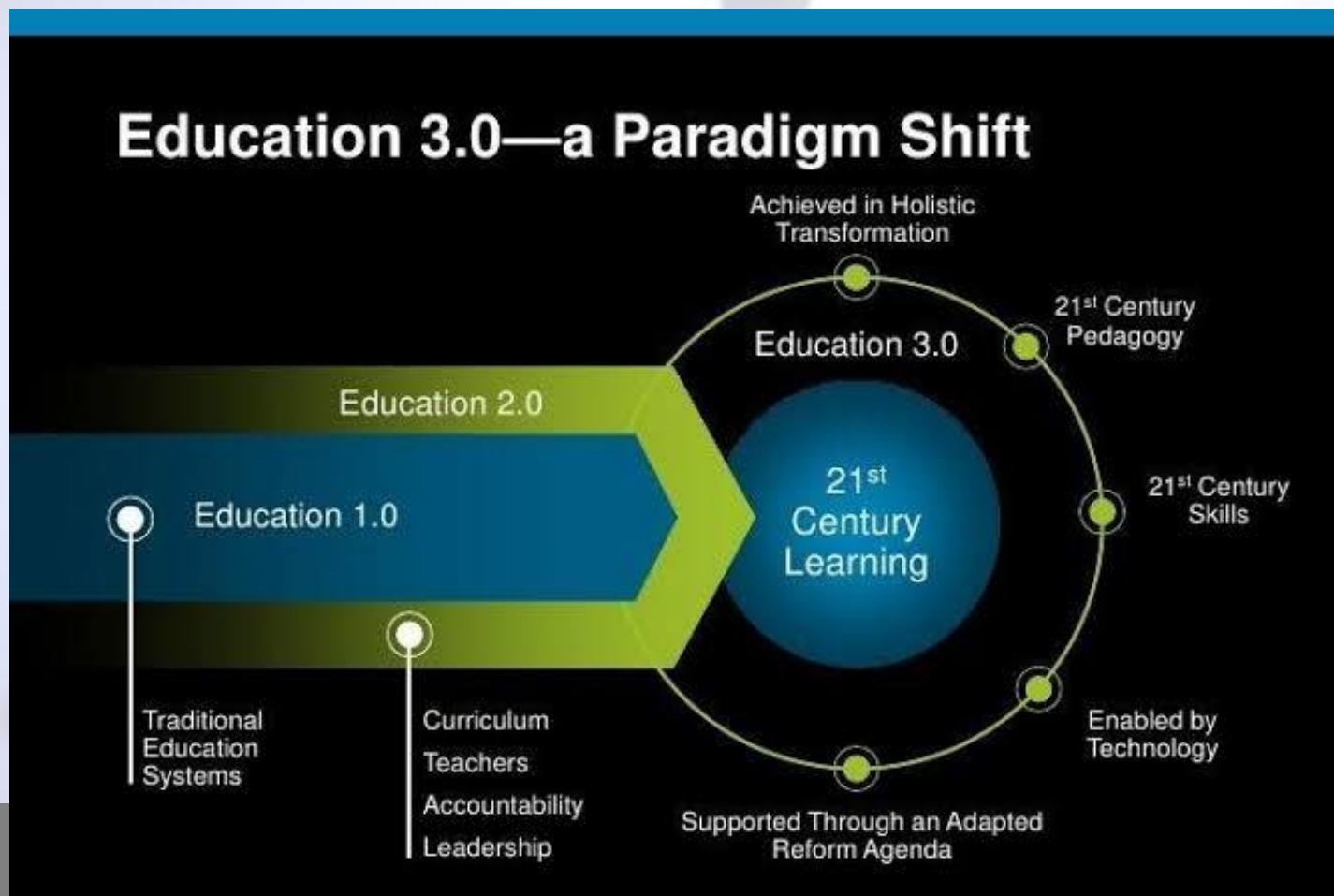
Disruptive Learning Strategy for Modern Learners

<https://www.youtube.com/watch?v=HIGiCBtOmAQ>



Changing Education Paradigm

<https://www.capss.org/educational-transformation>

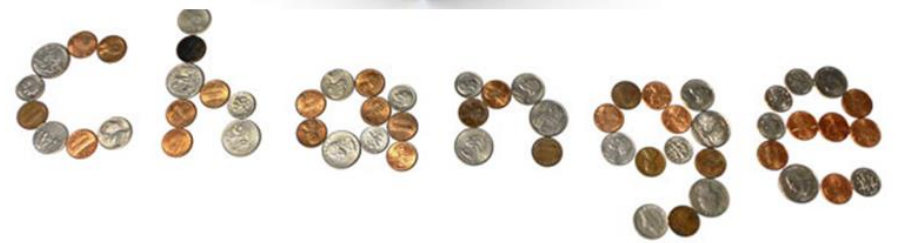


Digital Transformation



Digital Transformation





Digital Transformation:

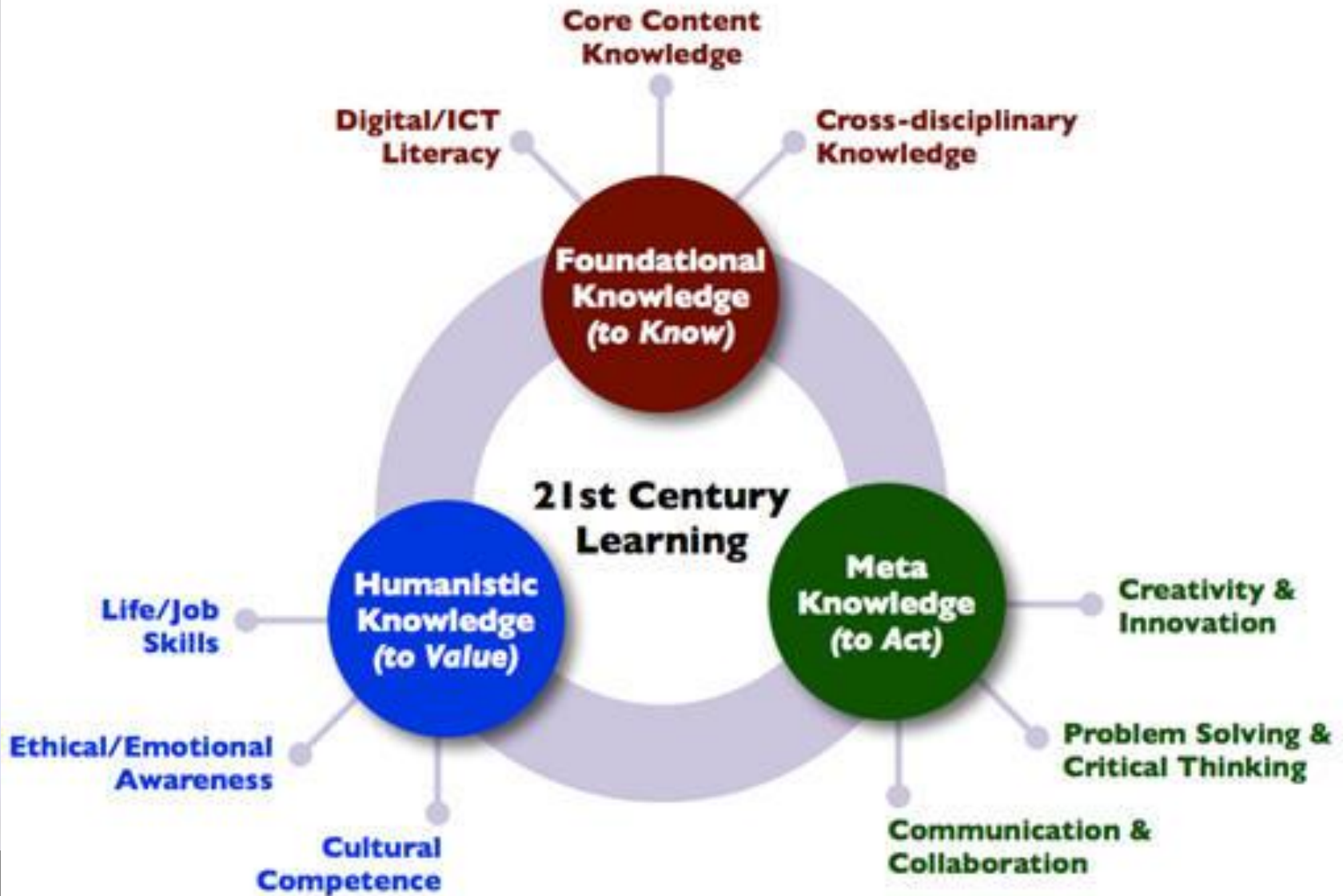
1. Thai people use the internet in the world on average 10.56 minutes/day, indicating that Internet Access Thailand is very good.

2. It is a great opportunity for the Community Network to create new business opportunities or Modern E-Commerce using Big Data.

3. Creating people to drive Big Data for national development is the most important thing, so Thailand needs the most people who are experts in Data Science.

4. We need to research more of what's happening in the world, such as UAV, Big Data, IoT, Virtual Reality, Augmented Reality, and Smart City, which will help improve the quality of life for Thai people.

21st Century Learning



Six Areas of Learning



Key Learning Areas



Social Media Age



Digital Transformation in Education



Digital Transformation in Education



Digital Transformation Trends in the Education Sector

Where are you on the digital curve?

Digital transformation trends in the education sector.



Question???

① What kind of leaders do you want?

② Which aspects of leadership would you like to develop?

③ What make an outstanding leader in an organization?



Three Levels of Change Management

① Individual Change Management

② Organizational/Initiative Change Management

③ Enterprise Change Management Capability



1. Meaning of "Change Management"

Change management is the discipline that guides how we prepare, equip and support individuals to successfully adopt change in order to drive organizational success and outcomes.



Significance of "Change Management"



Remark Change management is faced with the fundamental difficulties of integration and navigation, and human factors. Change management must also take into account the human aspect where emotions and how they are handled play a significant role in implementing change successfully.

Meaning of "Leaders"

A leader is one who influences or leads others.

How to be a good leader and change the world?



Meaning of "Leadership"

"Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential."

Prof. Warren Bennis



"All teachers are leaders"



*"All teachers should have opportunities to be leaders. They **lead learning** for, and with, all learners with whom they engage. They also work with, and **support the development of, colleagues and other partners**".*

Boss VS. Leader

BOSS 

- Drives employee
- Depends on authority
- Inspires fear
- Says, "I"
- Places blame for the breakdown
- Knows how it is done
- Uses people
- Take credit
- Commands
- Says, "Go"

DIFFERENCE BETWEEN

VS.

LEADER 

- Coaches them
- On goodwill
- Generates enthusiasm
- Says, "We"
- Fixes the breakdowns
- Shows how it is done
- Develops people
- Gives credit
- Asks
- Says, "Let's go"



4 styles of leadership that make up an effective leader:

Four Styles of Resonant Leadership



Visionary



Charismatic leadership

Coaching



Mentoring Leadership

Affiliative




Cooperative Leadership

Democratic



Participative Leadership

4 styles of leadership that make up an effective leader:

Leadership Style	How it builds resonance	Impact on team morale	When is this style appropriate?	Phrase that sums up the style
<i>Visionary</i>	Moves people towards shared goals and dreams	Highly positive	When clear direction is needed or when a company change requires a new vision	"Come with me."
<i>Coaching</i>	Connects members with the team's goals	Highly positive	When you need to help a team member contribute more effectively	"Try this."
<i>Affiliative</i>	Creates unity among team members by connecting people to each other	Positive	When you need to motivate your team during stressful times, when you need to heal rifts in a team	"People come first."
<i>Democratic</i>	Gains team commitment through valuing member's thoughts and input	Positive	To get valuable input from team members; when you need to generate consensus on a situation	"What do you think?" 

Organization Change



"Digital Leadership"

7 Disciplines of Digital Leadership

1

They have a sound **digital strategy** that connects and communicates who they are, online.

2

They have developed a detailed **content plan** that helps them discover and empower their voice online.

3

They have learned how to use **social media** properly, as a part of an ever growing community.

4

They understand that **branding, visuals and videos** are a significant part of what they develop and create online for their audience.

5

There is **alignment with their website**, their content, their strategy, and their sales funnel.

6

They have established and continue to develop a **sales funnel** that is continuous and always working for their business.

7

They realise that **advertising and analytics** is critical for their long term success, in order to expand their audience and generate more business.

The Most in-Demand Skills in Digital Leadership

1 Communication



The Most in-Demand Skills in Digital Leadership

2 Vision



The Most in-Demand Skills in Digital Leadership

3 Digital Literacy



The Most in-Demand Skills in Digital Leadership

4 Strategy



The Most in-Demand Skills in Digital Leadership

5 Innovation

*Kohler
Nami*

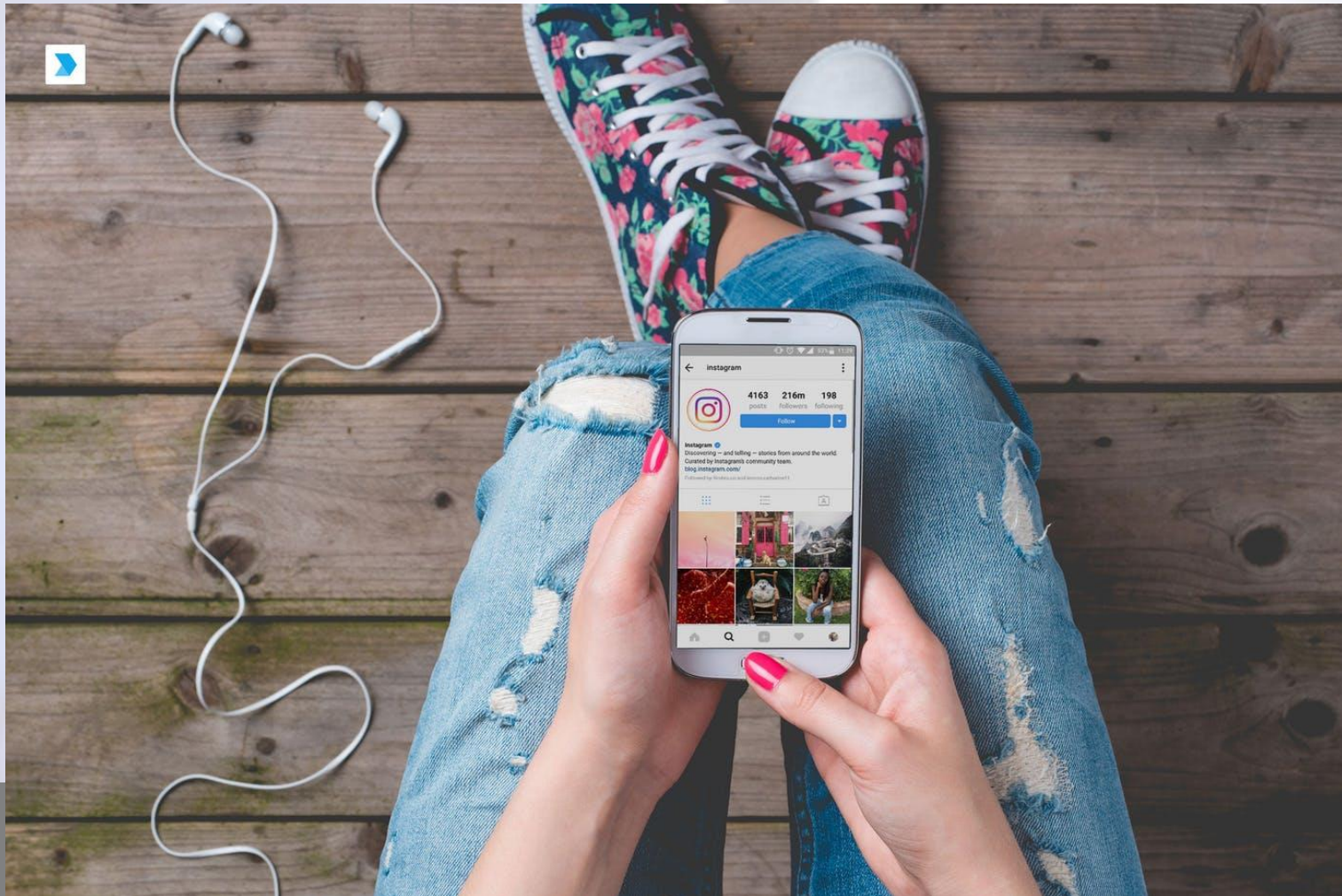


Kuri



The Most in-Demand Skills in Digital Leadership

6 Risk-Taking



The Most in-Demand Skills in Digital Leadership

7 Adaptability



The Most in-Demand Skills in Digital Leadership

8 Talent Spotting



2. Model of "Change Management"



Change Management Foundation and Model

① Determine Need for Change

② Prepare & Plan for Change

③ Implement the Change

④ Sustain the Change



The Goal of Change: Improving an Organization by Altering How Work is Done

When you introduce a change to the organization, you are ultimately going to be impacting one or more of the following:

1 Processes

2 Systems

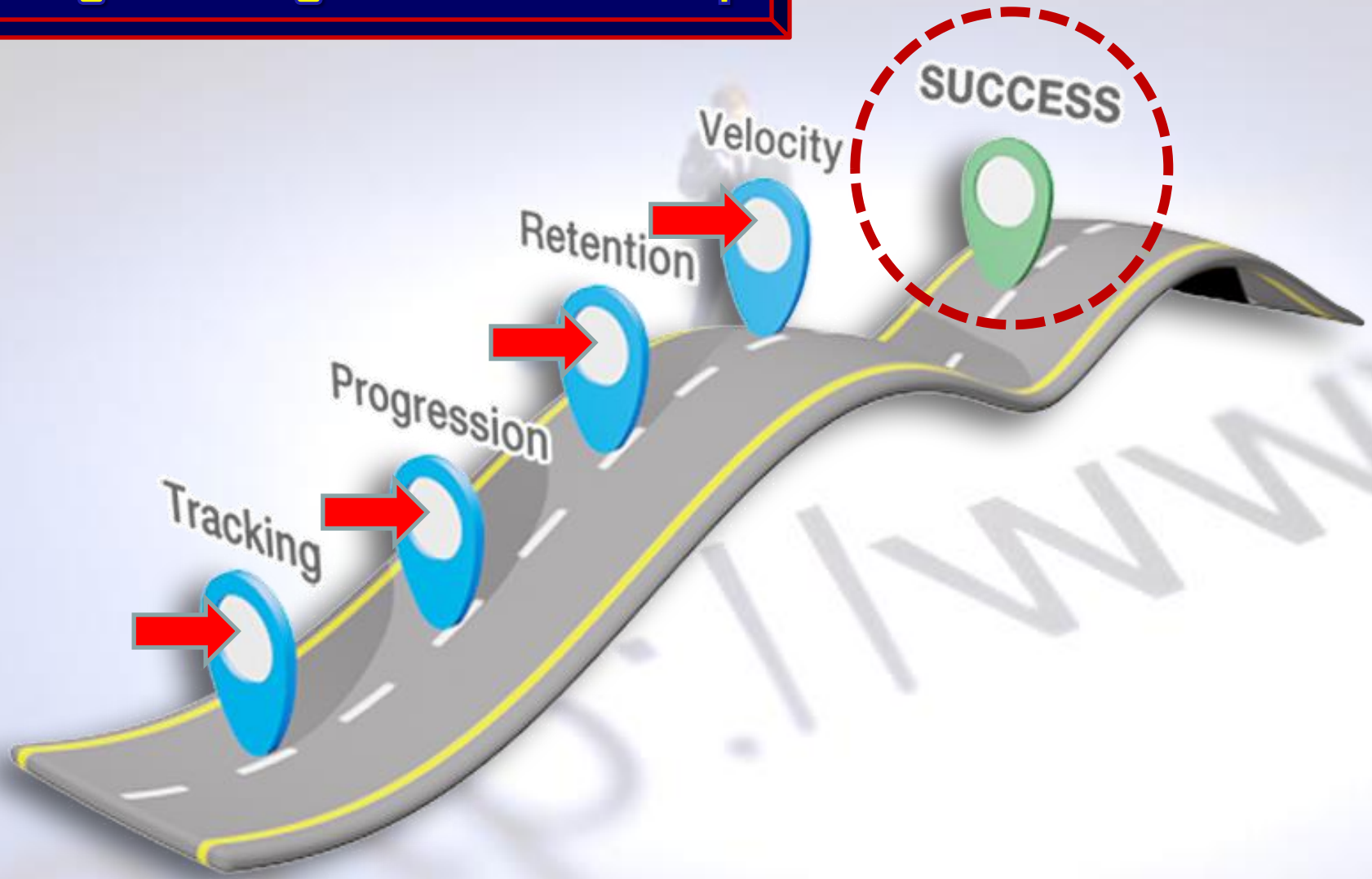
3 Organization structure

4 Job roles

Change Management Workflow



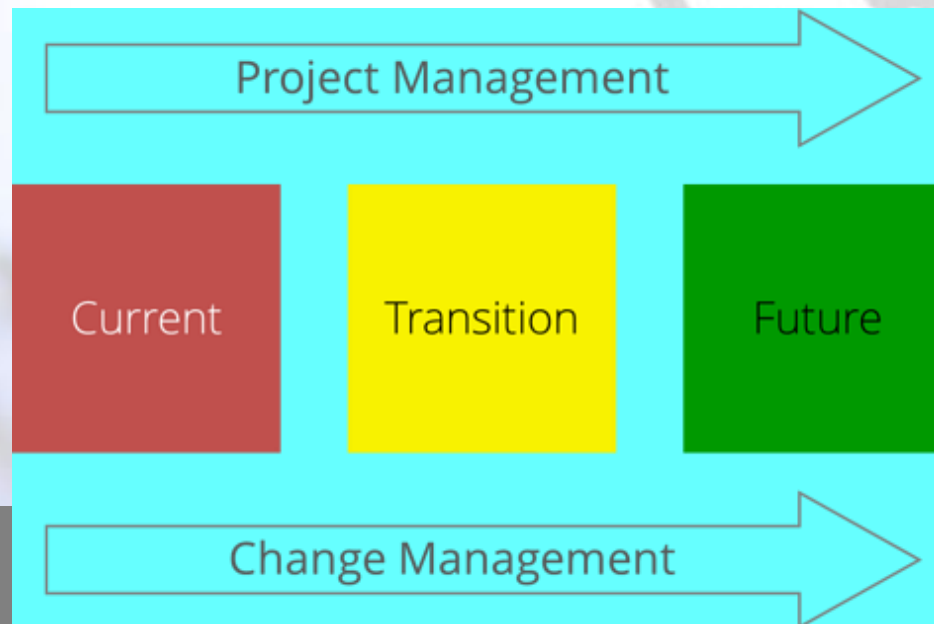
Change Management Roadmap



Change Management Definitions

① Change management is the process, tools and techniques to manage the people side of change to achieve the required business outcome.

② Change management incorporates the organizational tools that can be utilized to help individuals make successful personal transitions resulting in the adoption and realization of change.



Innovative Leadership



Innovative Leadership Development

- ① Leading to Learn
- ② Leading to Think
- ③ Leading to Change
- ④ Leading to Innovate

Traditional Leadership VS. Innovative Leadership

Traditional Leadership	Innovative Leadership
One-Way	Interactive
Concerned with being right	Concerned with being real
Follows the manual	Improvises when appropriate
Loves to avoid mistakes	Loves to learn from mistakes
Reliability	Validity
Orchestra model	Jazz ensemble
Community in harmony	Community in conversation
Wants to be right	Hopes to be right
Open to limited feedback	Open to unlimited critique
Sustaining order	Taking risks
Closed system	Open system

7 characteristics Innovative Leaders in common

① The Influencer

② Forward Thinkers, Present-day Doers, and Past Forgetters

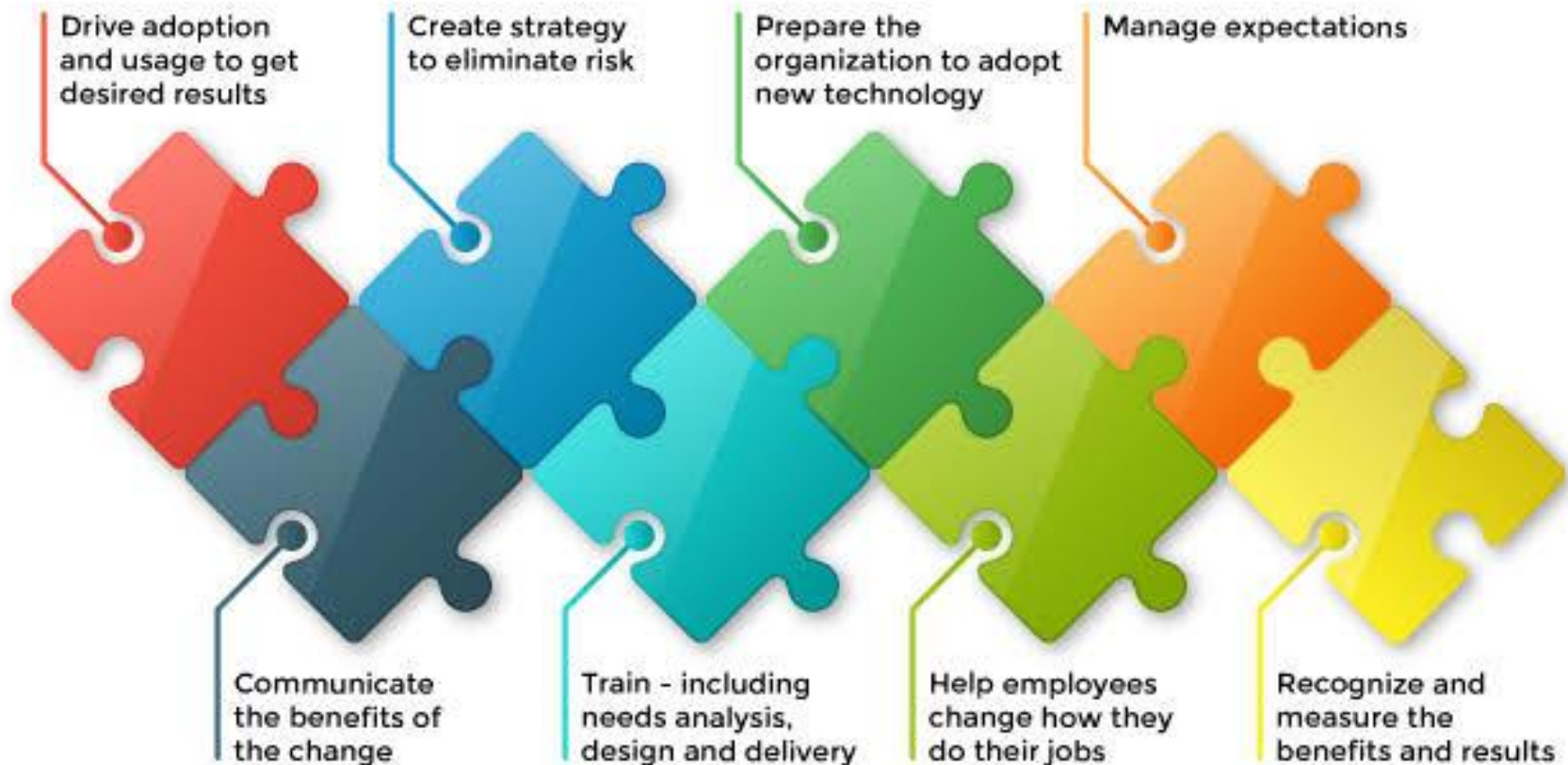
③ Open-mindedness

④ High Emotional Intelligence

3. Process of "Change Management"

Why do I need to manage change?

Why do I need to manage change?



John Kotter's 8-Step Process for Leading Change

1 Create a Sense of Urgency

2 Build a Guiding Coalition

3 Form a Strategic Vision and Initiatives

4 Enlist a Volunteer Army

John Kotter's 8-Step Process for Leading Change

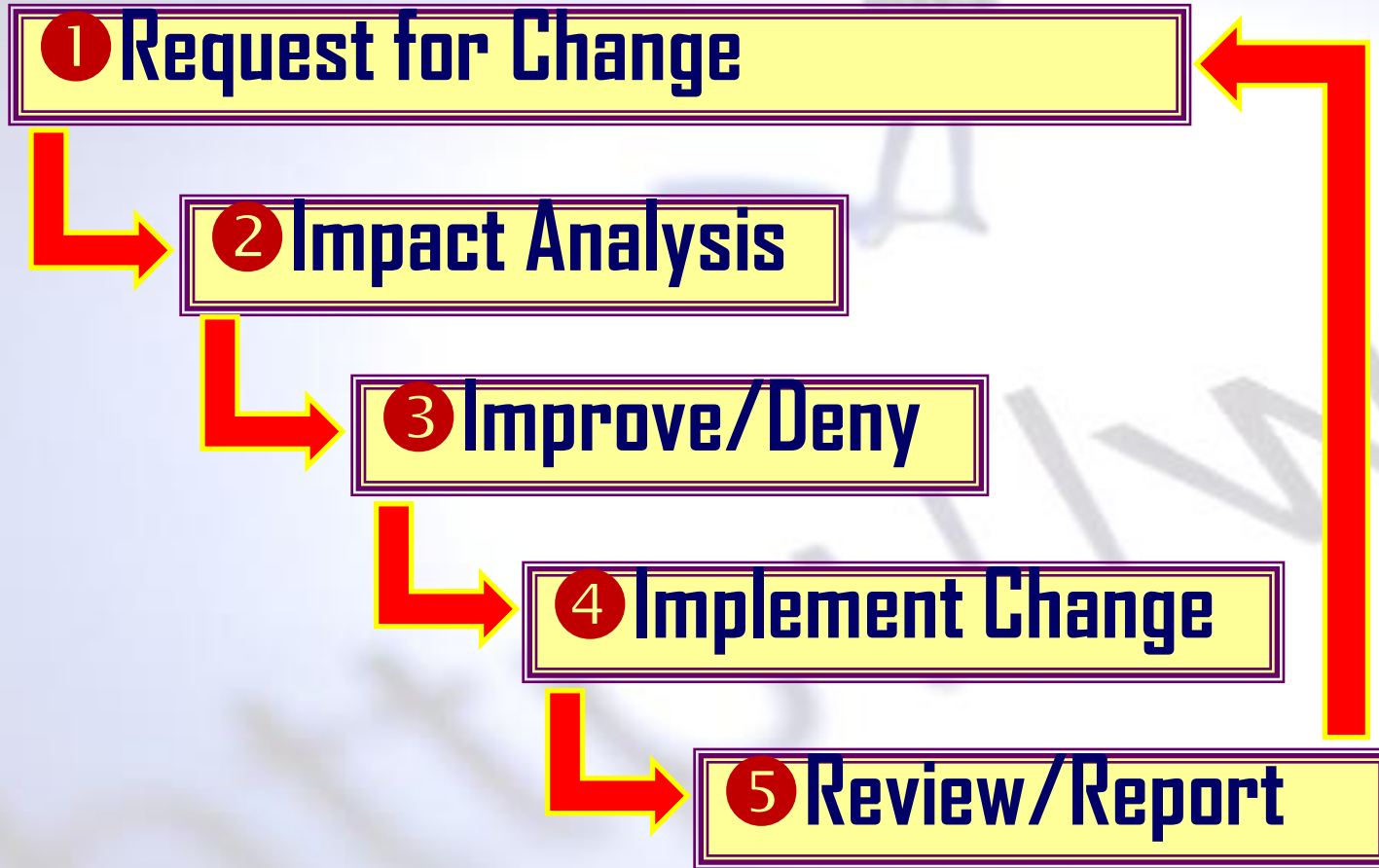
5 Enable Action by Removing Barriers

6 Generate Short-Term Wins

7 Sustain Acceleration

8 Institute Change

Five Steps to an Effective Change Management Process



Change Management Strategy 1

Communication

Leadership Engagement

Organizational Alignment

CHANGE MANAGEMENT STRATEGY

Change Readiness & Sustainment

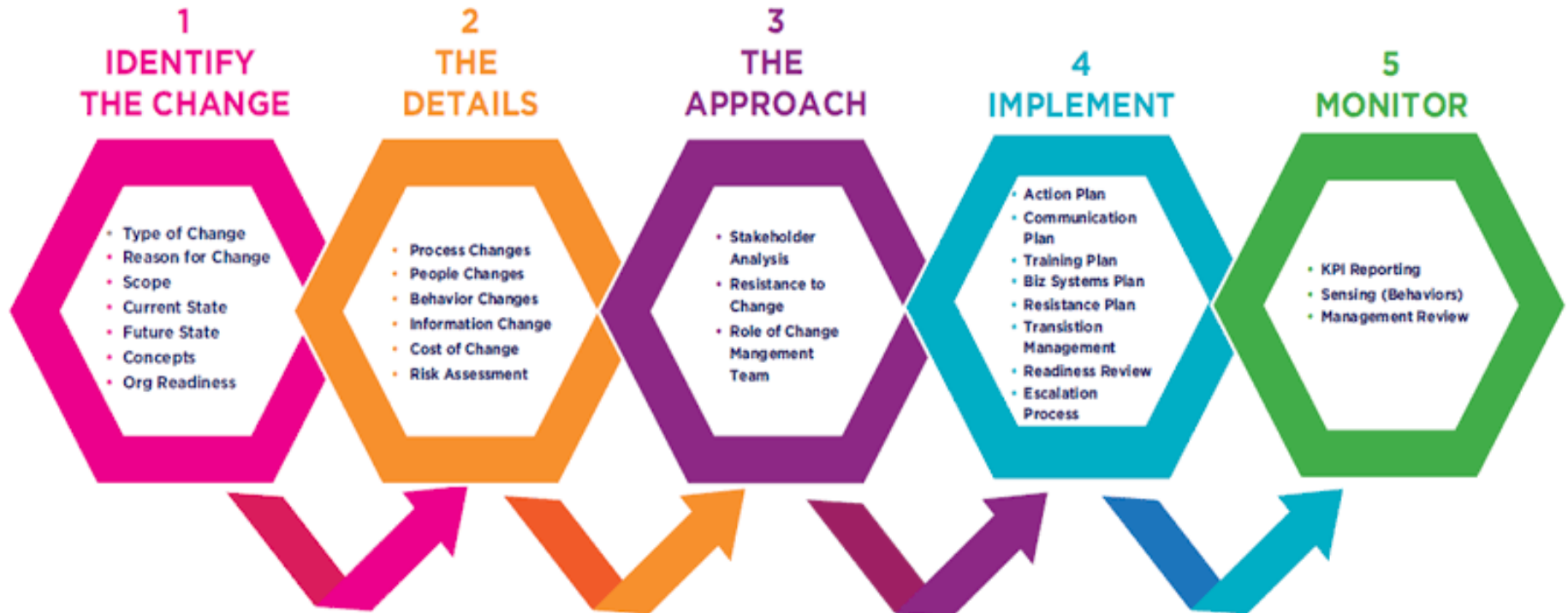
Vision & Value Definition

Training & Support

Change Management Strategy 2



Change Management Strategy 3



Change Management Summary



Supporting Tools and Components for Implementing Change Management Processes

1 Product or Business Roadmaps

2 Readiness Assessments

3 Training Tutorials and Education Sessions

4 Stakeholder Feedback Forums

Supporting Tools and Components for Implementing Change Management Processes

5 Post Mortem Review

6 Measurements and Analytics

7 Resistance Management

8 Continuous Improvement Plan

8 Essential Steps for an Effective Change Management Process

① Identify What Will Be Improved

② Present a Solid Business Case to Stakeholders

③ Plan for the Change

④ Provide Resources and Use Data for Evaluation

8 Essential Steps for an Effective Change Management Process

5 Communication

6 Monitor and Manage Resistance, Dependencies, and Budgeting Risks

7 Celebrate Success

8 Review, Revise and Continuously Improve

System Leadership: A Proposition

'System leaders' care about and work for the success of other schools as well as their own. They measure their success in terms of improving student learning and increasing achievement, and strive to both raise the bar and narrow the gap(s). Crucially they are willing to shoulder system leadership roles in the belief that in order to change the larger system you have to engage with it in a meaningful way.'

System leaders share five striking characteristics, they:

- measure their success in terms of improving student learning and strive to both raise the bar and narrow the gap(s).**
- are fundamentally committed to the improvement of teaching and learning.**
- develop their schools as personal and professional learning communities.**
- strive for equity and inclusion through acting on context and culture.**
- understand that in order to change the larger system you have to engage with it in a meaningful way.**

System Leadership Roles

A range of emerging roles, including:

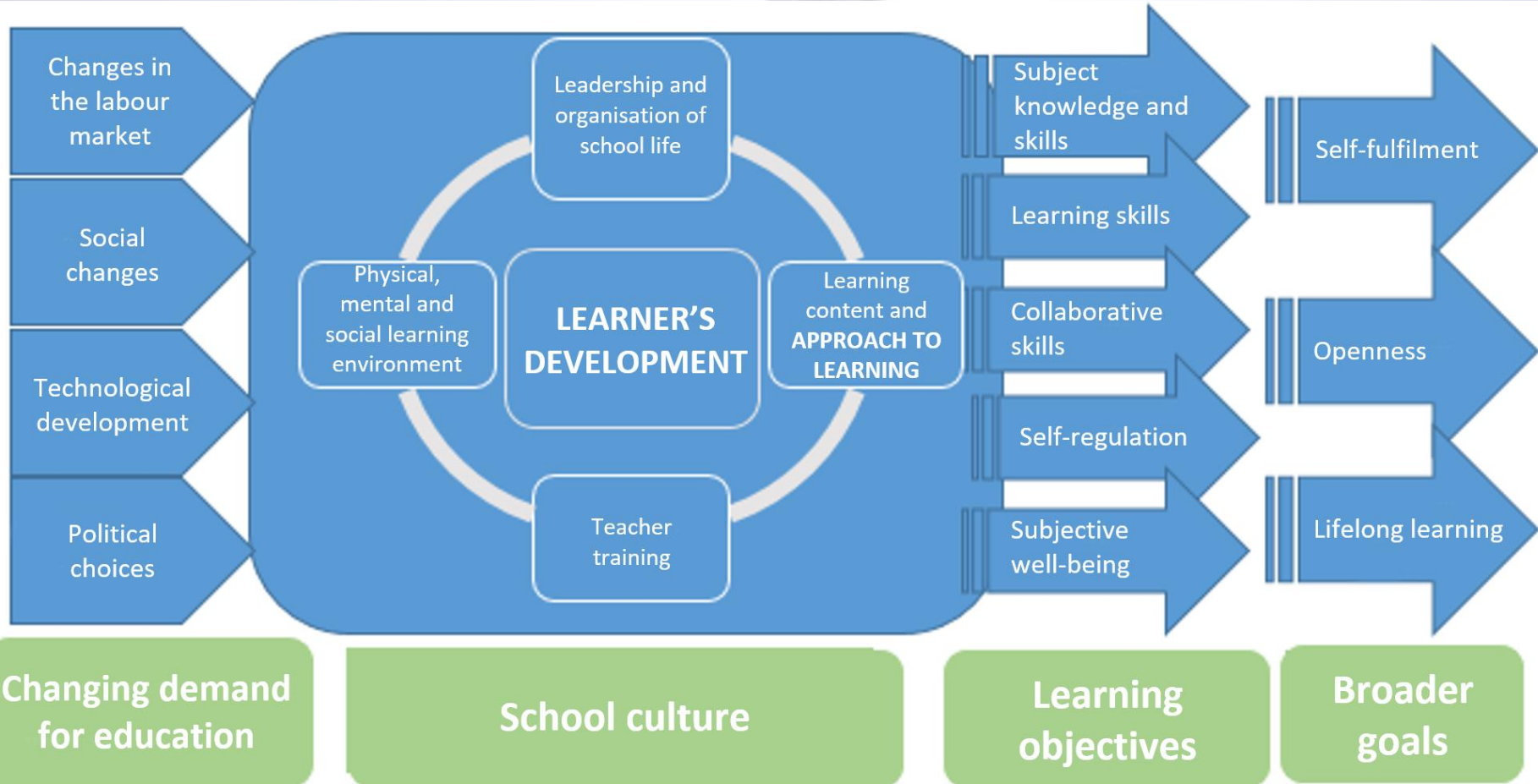
- Lead a successful *educational improvement partnership*
- *Executive Headship* or partnering another school facing difficulties i.e. run two or more schools (or 'softer' partnership)
- Lead in *extremely challenging circumstances* or become an Academy Principal.
- *Civic or Community leadership* to broker and shape partnerships across local communities to support welfare and potential.
- *Change agent* or school leader able to identify best practice and then transfer and refine it to support improvement elsewhere.

So, for Transformation, System Leadership needs to be reflected at three levels:

- *System leadership at the school level* – with, at essence, school Heads becoming almost as concerned about the success of other schools as they are about their own.
- *System leadership at the local level* – with practical principles widely shared and used as a basis for local alignment with specific programmes developed for the most at risk groups.
- *System leadership at the national level* – with social justice, moral purpose and a commitment to the success of every learner providing the focus for transformation and collaboration system wide.

4. Case Study if "Change Management"

➔ School





Visionary Leadership for Digital Transformation



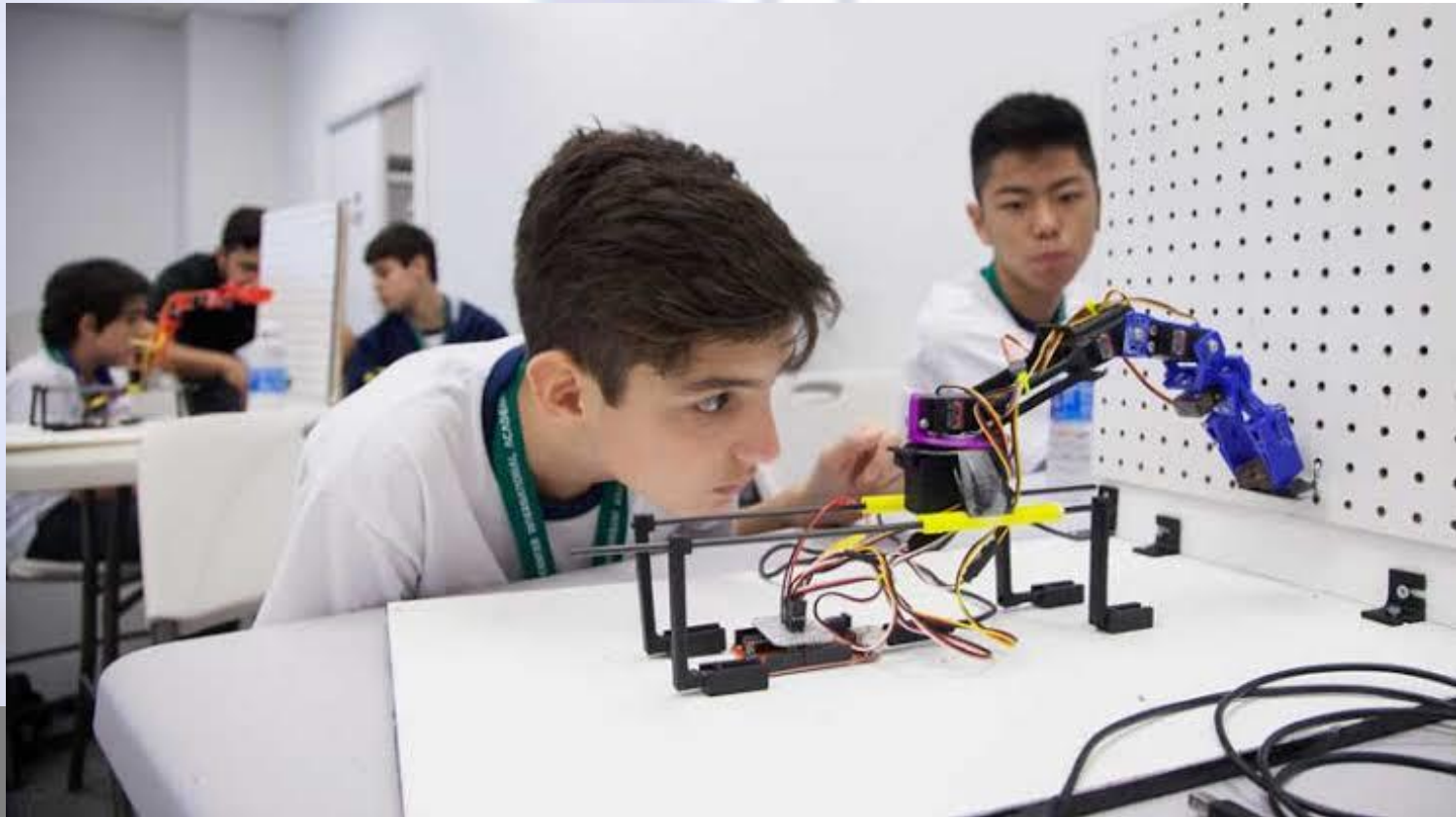
How to Design Thinking : 5 Tips

- ① Listening
- ② User empathy
- ③ Whole-brain thinking
- ④ Collaboration
- ⑤ Experimentation



Current Issues and Trends in Education

<https://study.com/academy/lesson/current-issues-and-trends-in-education.html>



5. Conclusion and discussion



Are you ready to lead?

TIME

for
change

Are you ready to change?

Insights for learning

IF YOU HEAR, YOU FORGET.

IF YOU SEE, YOU REMEMBER.

IF YOU DO, YOU LEARN.

*“Leaders of
Change”*



Thank you for your attention

