

9 TRAITS OF EFFECTIVE CHANGE LEADERS

THE PORTER AUTHORITY



HIGH EQ

Emotional intelligence, empathy, self-awareness and curiosity are essential for understanding and activating culture change.



COURAGE

Change leaders must speak truth to power and deliver difficult messages with compassion and clarity.



An intuitive, profound and accurate understanding of situations and people is critical to change success.



TENACITY

Change leaders build bridges, tear down silos and persevere through trials, tribulations and setbacks.

SUPERIOR LISTENING AND COMMUNICATION



Change leaders must be able to hear – and leverage, resolve or mitigate – opportunities, stressors and resistance.

FLEXIBLE AND



RESOURCEFUL

In addition to understanding change methodologies, transformative leaders know when and how to adapt.

FACILITATIVE LEADERSHIP



The best change leaders are influencers and connectors. They elicit openness and collaboration, facilitate consensus, drive ownership and spur action across levels and functions.

**MAKE
CHANGE
HAPPEN!**