Preparing to implement change is an important role as a leader. Two classic articles by John P. Kotter in *Harvard Business Review* can help ground you in your new role as a change agent who is implementing change.


The messages are basic and important. The first article says that leaders who successfully transform businesses do eight things right (and they do them in the right order). The second article is about a leader’s role. It suggests that your role is not to make plans and not to solve problems. It is not even to organize people. What leaders really do is prepare organizations for change and help them cope as they struggle through it.

- How did the messages and the information in these two articles agree with or disagree with your knowledge and philosophy about change?
- What did you learn from these articles that you will implement?
- With whom will you share these concepts and ideas?