

## Adapting to Change: Strategies for Acting Politically

**Think of a change facing your agency, organization or partnership.**

Consider how this change will be perceived by five key players: Allies, Opponents, Senior Authorities, Dissenters/Skeptics, and potential Casualties. Fill out the table below to develop strategies for acting with political savvy through times of change.

A) Who are possible Allies?	Why?	What's their objective?	How can they help you?
B) Who are Opponents?	Why?	What do they stand to lose?	How can you neutralize or get them on your side?
C) Who are important Senior Authorities?	Why?	What signals are they sending about the change?	How might you secure their support for the change?



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<b>D) Who are Dissenters or Skeptics?</b> <i>(They ask the key, tough questions, voice radical ideas or mention the unmentionables)</i>	<b>What ideas do they have of value to the situation?</b>	<b>How might you enable their ideas to have a hearing?</b> <i>(This will also help surface other perspectives and concerns.)</i>	<b>How can you protect them from being silenced or marginalized?</b>
<b>E) Who might be Casualties?</b>	<b>What will they lose?</b>	<b>What would help them survive and thrive? How can you help?</b>	<b>If they leave, how can you help them transition and succeed elsewhere?</b>

Based on material from *The Practice of Adaptive Leadership* by Heifetz, Grashow and Linsky

