
How Leaders Can Effect Change by Changing Themselves



By INSEAD Knowledge with Narayan Pant , INSEAD

A four-step framework to help leaders look inwards to better lead organisational change.

[Listen to "How Leaders Can Effect Change By Changing Themselves" on Spreaker.](#)

Today's companies are constantly evolving – be it switching up their strategies, rejigging their teams or reacting to unexpected external events. Therefore, organisations must adopt the necessary practices and have the appropriate personnel in place to not just survive but thrive in an ever-shifting business climate.

Leaders including managers, directors and the C-suite play an important role in spearheading organisational change. However, Narayan Pant, Professor of Management Practice and The Raoul de Vitry d'Avaucourt Chaired Professor of Leadership Development at INSEAD, notes that many leaders tend to rely on the same ways of doing things that have worked for them in the past, even though it may be the wrong approach for a particular situation.

In this podcast, he delves into why it can be difficult for leaders to identify the need to [change their behaviours](#) and to act on it, and why this is a crucial skill. He explains the four-step process to help leaders achieve this, which includes cultivating awareness, making a commitment to change, overcoming interferences and putting new behaviours into practice.

Much of Pant's work, which spans three decades of teaching, coaching and consulting experience, deals with enabling leaders to improve their leadership effectiveness. The notion of leaders creating positive and meaningful change in their organisations by first transforming themselves is at the core of the INSEAD's [Leadership Excellence Through Awareness and Practice](#) (LEAP) programme led by Pant.

Find article at

<https://knowledge.insead.edu/leadership-organisations/how-leaders-can-effect-change-changing-themselves>

About the author(s)

INSEAD Knowledge is the expert opinion and management insights portal of INSEAD, The Business School for the World.

Narayan Pant is a Professor of Management Practice and the Raoul de Vitry d'Avaucourt Chaired Professor of Leadership Development at INSEAD.