

Creating a Gender Sensitive Institution

Change Management for Gender Equality

SESSION WORKSHEET

Please use this worksheet to complete the online tasks for this session.

To beneficially build on your knowledge and experience of the topic you are encouraged to fully complete the tasks.



Prepare

Task 1: Download

Download the diagrams for your reference:

- *SAGE Model for Institutional Change*
- *SAGE Wheel Model for Gender Equality Plans*

Tick the box on the right once the task is complete.

Task 2: Watch

Watch the video of leadership expert Rosabeth Moss Kanter outline six success factors to leading positive change.

Tick the box on the right once the task is complete.

Task 3: Read

Read the Deloitte document: *Seven principles for effective change management: sustaining stakeholder commitment in higher education.*

Tick the box on the right once the task is complete.



Study

Task 1: Interact

Watch the presentation entitled: *Change Management for Gender Equality*

Tick the box on the right once the task is complete.



Apply

Task 1: Watch and write

1. Watch the video entitled *Lewin's Force Field Analysis*.

2. Having watched the video can you identify:

a) Three forces for change influencing your institution.

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b) Three forces resisting or restraining change impacting on your institution.

Tick the box on the right once the task is complete.

Task 2: Write

Referring to the *SAGE Wheel Model for Gender Equality Plans*, suggest one action your unit or institution could take for each of the four areas: (i) Institutional governance, (ii) career progression, (iii) work-life balance, and (iv) engendering knowledge.



Please feel free to consult the gender equality plan actions implemented by the SAGE institutions as outlined in the session presentation.

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Reflect

Task 1: Watch and write

1. Watch the video entitled *How Adaptability will Help You Deal with Change*.
2. Having watched the video write a brief answer to the following questions in relation to your professional or personal life, in whichever area you think is relevant.

a) What is your own purpose, goal or aim? What would you like to change?

b) What questions do you have about the problems or changes you face?

c) How have you overcome set-backs in the past and what did you learn from the experience?

d) What makes you feel under threat, and what makes you feel safe?

Tick the box on the right once the task is complete.



Recall

Task 1: Interact

Test your recall of the main concepts covered in the session.

Tick the box on the right once the task is complete.

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Extend

Task 1: Explore

Please see the online session for the complete set of Extend materials

Tick the box on the right once the task is complete.