

Table 1**Systems-based Leadership and Change Management: An HIM Leadership Framework**

<p>Systems-based Leadership™ (Fox and Baker, 2009; Fox, 2000)</p> <p><i>Leadership as a relationship process</i></p>	<p>Change Management (Kotter and Cohen, 2002)</p> <p><i>Eight-step strategic change process</i></p>	<p>Transition Management (Bridges, 2003)</p> <p><i>The psychological process of transition</i></p>	<p>Project Management (Project Management Institute, 2004)</p> <p><i>Universally accepted tools and processes</i></p>
<p>Key concepts</p> <ul style="list-style-type: none"> • Emotional system • Anxiety • Emotional maturity • Triangles • Relationship patterns • Multi-generational transmission • Functional position 	<p>Key concepts</p> <ul style="list-style-type: none"> • Increase urgency • Build the guiding team • Get the vision right • Communicate for buy-in • Empower action • Create short-term wins • Don't let up • Make change stick 	<p>Key concepts</p> <ul style="list-style-type: none"> • Ending • The neutral zone • The new beginning 	<p>Key concepts</p> <ul style="list-style-type: none"> • Initiation • Planning • Executing • Controlling • Closing