

Figure 3.1: Selecting and Reflecting on Guiding Coalition Members

Criteria	What it means	Who fits this criteria in my school?	Action: What do I need to do to have a balance of these qualities on my guiding coalition and to address issues?
Positional power	Are enough key players on board so that those not on the coalition cannot easily block progress?		
Expertise	Are various points of view and areas of knowledge adequately represented on the team so members can make informed, balanced decisions?		
Credibility	Does the group have enough members with good reputations who garner trust and respect so others respect the team's decisions?		
Leadership	Does the group include enough proven leaders to be able to drive the change process?		

Source: Adapted from Kotter, J. P. (2012). *Leading change*. Boston: Harvard Business Review Press.