Organizational Change Chart. To prepare for the Week 2 Assessment, consider an organization with which you are familiar where a culture change was needed. It is best to consider a past or current professional experience where you saw this as an issue. You will evaluate the organization and a change you identified using Kotter’s 8-step model for change, including: Step 1: Create Urgency. Step 2: Form a Powerful Coalition. Step 3: Create a Vision for Change. Step 4: Communicate the Vision. Step 5: Remove Obstacles. Step 6: Create Short-Term Wins. Step 7: Build on the Change. Step 8: Anchor the Changes in Corporate Culture.