

IMPROVING ORGANIZATIONAL CHANGE RESULTS

Following is a list of items/actions to consider when planning and carrying out a change initiative.

They are designed to help smooth the process to achieve better outcomes.

Identify opportunities/actions for any question where the answer is not a strong "Yes."

1. Change management (e.g., planning for and dealing with the human aspects) is a parallel component of any plan for changing how the organization operates (e.g., strategic initiatives, process improvements)

Opportunity/action: _____

2. Organizational change management plans are guided by a theory/model which includes consideration of individual, group and organizational level interactions

Opportunity/action: _____

3. The right people are involved in planning, facilitating and implementing the change, and selection includes consideration of organizational role, personality, skills, and interest

Opportunity/action: _____

4. A plan for dealing with resistance is proactively developed and considers the rational reasons that people resist change

Opportunity/action: _____

5. People in the organization are aware of the reason for the change, how it will be carried out, and their role in the process

Opportunity/action: _____

6. Change progress is evaluated, communicated and celebrated

Opportunity/action: _____

7. Organizational policies & procedures (e.g., hiring, training, goal setting, operating methods and reviews/rewards) are properly aligned to the desired change outcomes

Opportunity/action: _____
