

How to implement Change?

VISION – Is there a clear statement of where the organisation wants to go – is it truly aspirational ?

CASE FOR CHANGE – is there a burning platform, a compelling business reason for the change?

VALUES – does the organisation have well defined Values which are promoted from the top?

LEADERSHIP – is there a strong leadership team which is robust, visible, charismatic, driven, caring?

SPONSORSHIP – does the leadership fully support the need for change in a sustained manner?

STAKEHOLDER ASSESSMENT – is there a clear analysis of the stakeholders and a plan to harness?

IMPACT ASSESSMENT – has the impact of the proposed changes been analysed and a plan drafted?

COMMUNICATIONS – is there a clear communications strategy and plan with strong management support

MANAGE RESISTANCE – is there a plan to identify the resistance early and deal with it?

MANAGEMENT ALIGNMENT – Are the management team full on board?

BENEFIT REALISATION STREAM – have the benefits been quantified and a process in place to deliver them?
Both Tangible and intangible – with planned benefits, achieved benefits, still to go for, how to measure, etc