

Prepared For a Large Organizational Change?

To make sure, answer these questions:

1. What will happen if you do nothing?
2. How does the result of the proposed change fit into your overall strategy?
3. How will you measure this?
4. Is there enough energy (champions and resources) to undertake a change?
5. Do you fully understand the reasons for resistance in your organization, without describing people as threatened, unwilling to change or invested in the old way?
6. Have you incorporated those who resist in a way that helps you evaluate how you should modify your implementation?
7. Do you have several people/perspectives giving you feedback on how the change is going?
8. Are you prepared for a period of less productivity as the change is implemented?
9. Have you discussed with others the political, human resource, cultural and structural aspects of a change?
10. Have you considered at least three change alternatives to get the result you want?

A good decision to change, poorly implemented, is the same as a bad decision.

Make sure you have the right change and the right implementation. Contact Lunell@Haughtstrategies.com