Change Capability Reflection

PREPARE FOR CHANGE

Organizational agility and the ability to adopt new programs, systems, and processes is critical in today's fast-paced, complex world of constant change. Effectively managing change means weaving this competency into your projects and people. Review the following information and answer the questions to help assess your organization's readiness and willingness to adopt change. For more resources visit 6 Tactics-Ebook.pdf (prosci.com).

1 ALIGN WITH YOUR CULTURE

The culture and values of your organization contribute to the unique environment in which your people interact and will inform how you build and deploy change in your organization. Reflect on the following questions with this in mind.

- Where would you place your organization on the "traditional and practical" versus "innovative and forward-thinking" culture spectrum?

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- How would you describe the current state of your culture? (healthy, hurting, stagnant)

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- What organizational benefits are possible if you were to use this change to cultivate your cultural environment (or shift if needed)?

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2 DEPLOY ON A KEY INITIATIVE

Visibility to change management efforts is important in the early phases of the change process. Your organization wants to see success which will help build momentum and support for future change initiatives.

- What would a successful change initiative look like? (high visibility, executive support, available resources, dependent upon adoption and usage)

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- Can you think of any key organizational initiatives that would benefit from applied change management?

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- How would you capture and share the effort and impact of initiative success to gain continued buy-in?

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3   BUILD A CHANGE NETWORK

Building change capability requires more than just a few change management proponents. The greatest success will come when you have a network of change advocates who help communicate the message of change to generate awareness and understanding while building credibility and a sense of purpose.

- Where do you have effective change agents already working in our organization?

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- Who is most impacted by change and are they interested in helping to manage the process?

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- Would you prefer representation from each department or a cross-functional mix of individuals from varying levels and job roles?

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4   GO WHERE THE ENERGY IS

Aligning your change management with those organizational areas and initiatives already ripe for change is a great way to build enterprise change capability. Bringing awareness to and desire for those people and projects needing change will foster greater adoption of the change process.

- What areas of your organization are presently preparing for change?

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- Identify the areas in your organization where energy already exists that can help foster a "pull" rather than "push" for change management.

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- What talent do you have that exhibits change management leadership?

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5   INTEGRATE WITH EXISTING COMPETENCIES

While change management is fundamentally a methodology applied to projects, it is also a competency that can be integrated into frameworks and job roles. When weaved into the fabric of the organization, you develop leaders who can grow and sustain the practice of change management.

POSSIBLE ROLE INTEGRATION: Managers – Facilitating Change
Executives – Driving Cultural Change
C-suite Team – Leading Change

- What would it look like to integrate change management as a core competency within your training and development?

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- What competencies in your organization can serve as an anchor for building change capability?

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- What gaps do you have in terms of providing actual training, tools and skills needed to effectively manage change?

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6   TREAT GROWING YOUR CAPABILITY LIKE A CHANGE

Learning how to effectively grow your change capability is itself a change to your organization and will change how each person within the organization shows up and engages change. To effectively build and deploy change management, a thoughtful, focused approach must be engaged.

- How will you create awareness about bringing change management into the organization?

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- How will you generate desire for change management as an enterprise-wide competency?

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- What knowledge and skills do you need to train to embrace change management and improve the ability to process change?

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- What will be your plan to reinforce successful change capability within the organization?

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