

# Change Module

For Managing Change

**Need**  
Identify the specific need for the Change

What is driving the change?

Economics  
Laws & Regulations  
Business Pressures  
Corporate Re-architecture  
Human Needs (employees/customers)  
Organizational Needs (finances / profits)

**Leadership**  
Identify the People who will Lead the Change

Does the organization have the "wingspan" for making change happen?

Do you have Leadership Behaviors & Leadership Disciplines?  
Do you have the Cultural Framework for keeping Change alive?  
Do you have the Right People In The Right Seats?

**Plan**  
Write the Change Plan

What strategies, checks & balances are in place to achieve & sustain the change?

Stakeholders  
Impacts  
Resources  
Schedules  
Consequences  
Communications

**Execution**  
The Strategy, People & Ops Components

Does the organization understand & embrace the disciplines of execution?

The Strategy Process  
The People Process  
The Operations Process  
The Review Process  
The "Gap"  
Will People & Tools be working in harmony?

**Ownership**  
Who is taking Ownership of the Processes

How will success be measured?

How will it be Integrated? Who?  
How will it be Sustained? Who?  
How will Performance be Monitored? Who?  
How will Accountability be applied? Who?

Follow Through!  
with  
*Continuous Improvement*

Do you understand how to Drive, Achieve & Sustain Success?

It's a continual review & refine process...