

INDIVIDUAL & ORGANIZATIONAL CHANGE MANAGEMENT INTEGRATION

Plan – Analyze

Phase 1. Prepare for change

- Understand Org Change
- Identify Groups Impacted
- Define Individual Changes
- Establish Org Objectives
- Readiness assessments
- Identify risks, potential resistance, competency & special tactics
- Document strategy
- Build team structure
- Create a Sponsor Model
- Prepare Sponsors

Design – Build

Phase 2. Manage the change

Answer these questions:

- What do we communicate?
- Why are sponsors important?
- What coaching is needed?
- What training is needed?
- How will we manage resistance?
- What does success look like?
- Sequence Change Activities
- Measures: Progress to Plan
- ADKAR, Adoption Progress
- Readiness, Org Alignment

Deploy

Phase 3. Reinforce the change

- Collect individual feedback
- Listen to impacted employees
- Audit individual compliance
- Measure the change that is happening
- Manage & respond to resistance
- Identify gaps & develop appropriate responses
- Implement corrective action
- Celebrate success