Winners and Losers T-Chart

In any change effort or new program implementation, there will be people who gain something (winners) and those who lose something (losers). People who lose something as a result of the new program or change have the potential to become difficult and resistant. Use this template to help you identify the potential winners and losers in your change effort or new program implementation.

1. Identify the change effort or new program.

2. Outline the specific details of the implementation that will be required for the new program to be successful.

3. List the potential winners and losers in the change effort or new program implementation. Place those with the most to win or lose near the top of the T-chart and those with the least to win or lose near the bottom of the T-chart.

Winners	Losers

4. What trends do you see in the T-chart after you have listed all of those potentially impacted by the new program or change?

5. What strategies do you think you need to employ in order to keep those who will lose the most from becoming difficult or resistant?