

Is Your Organization Ready for Change?

Dr. Nadya Zhexembayeva, a world-renowned expert in reinvention and change management uses the analogy of the factors that led to the sinking of the Titanic as a starting point for looking at readiness for change. Over the past 50 years we have seen many Fortune 500 companies that sank because they failed to recognize the signals of or the need for change. It is not surprising that they failed to act in time.

This brief adaptation of Dr. Zhexembayeva's Titanic Syndrome will give you a snapshot of your organization's readiness to face what lies ahead.

Read each statement and assess its relevance to your organization, on a scale of 0 (this is *nothing like our organization*) to 5 (this is *100% our organization*).

ANTICIPATING CHANGE					
Our organization uses the same sources (publications, suppliers, customers, volunteers, divisions) we always used to monitor our environment and we rarely go beyond our comfort zone to seek new sources of information.	1	2	3	4	5
We rarely ask for insights and reflections about threats, disruptions, or competition from employees at all levels and from all divisions or from our customer/volunteers.	1	2	3	4	5
When our organization gets insights or warnings about potential disruption or challenges, we share it with a small group of senior management and/or the board.	1	2	3	4	5
In our organization we usually start reacting when we are pressed by a challenge or crisis rather than anticipating and preparing in advance.	1	2	3	4	5
We typically don't take enough time to reflect, strategize, or think creatively about various approaches and solutions.	1	2	3	4	5

TOTAL ANTICIPATING CHANGE:

DESIGNING CHANGE					
When we start talking about change we regularly hear "we have always done it that way" or "that's the way we do things here", or "if it's not broken, why change it"	1	2	3	4	5
Many people in our organization get frustrated or angry with the need to change something, even if it is for the better.	1	2	3	4	5
Our organization's leaders often justify their decisions using their past experience. We hear "trust me I've done this a million times" or "we tried that already and it didn't work."	1	2	3	4	5
Our organization seldom takes time to celebrate smaller accomplishments along the pathway to change.	1	2	3	4	5
In The structure of our organization makes quick response to change difficult (e.g. budget process and structure don't allow flexibility in the middle of a fiscal year, or accessing resources from other divisions mid-year is difficult).	1	2	3	4	5

TOTAL DESIGNING CHANGE:

IMPLEMENTING CHANGE					
Few people in our organization know how to start or implement change.	1	2	3	4	5
There are large gaps between what our organization says about change and what we actually do.	1	2	3	4	5
When our organization gets insights or warnings about potential disruption or challenges, we share it with a small group of senior management and/or the board.	1	2	3	4	5
Our organization doesn't welcome or embrace experimentation. Instead, mistakes are criticized and punished.	1	2	3	4	5
We typically don't take enough time to reflect, strategize, or think creatively about various approaches and solutions.	1	2	3	4	5

TOTAL IMPLEMENTING CHANGE:

TOTAL SCORE:

Guide to scores:

56-75: Get to the lifeboats; you have the Titanic Syndrome

36-55: Significant signs of Titanic Syndrome; start preparing,

16-35: Your organization may have some reasonable change skills but there is a growing risk of Titanic Syndrome.

0-15: Excellent change and reinvention skills. Let's find the way to keep it going and discover new possibilities.

