

The ultimate Change Management cheat sheet

Tips from our engagements across various industries and geography.



1

Do not manage long term problems with short term fixes.

Building change DNA is the same as preventive maintenance. Build your foundation for change through change DNA in your organization instead of struggling at the last moment.

Yoga or Surgery



**SHORT
TERM**



**LONG
TERM**

2

The Art & Science of Change

Problem Solving

Often used for the purpose of finding a solution to a problem, LEAN, Six Sigma, Design Thinking and other similar methodologies help.

Deployment

Deployment is full of task management. Using task management techniques and project management tools help timely completion.

Adoption

Acceptance and adoption by people is the most difficult aspect of change. This is where many organizations fail and change ready organization excel at the art of adoption.

Change is not Communication.



3

Change & Transition

Change is external, situational, the shifts in mission, strategy, organization structure, policies, practices, roles, etc. Sometime not in our control.

Transition is the internal reorientation process people go through to come to terms with the change and to make the change happen.

Help employees transition.



4

Leadership Alignment

Leaders not speaking the same language has been the biggest cause of failure in change initiatives.

Using business case as the anchor for alignment along with getting leaders to walk the talk by holding them accountable is the way to go.

Most organizations are Vertically aligned, horizontally broken.

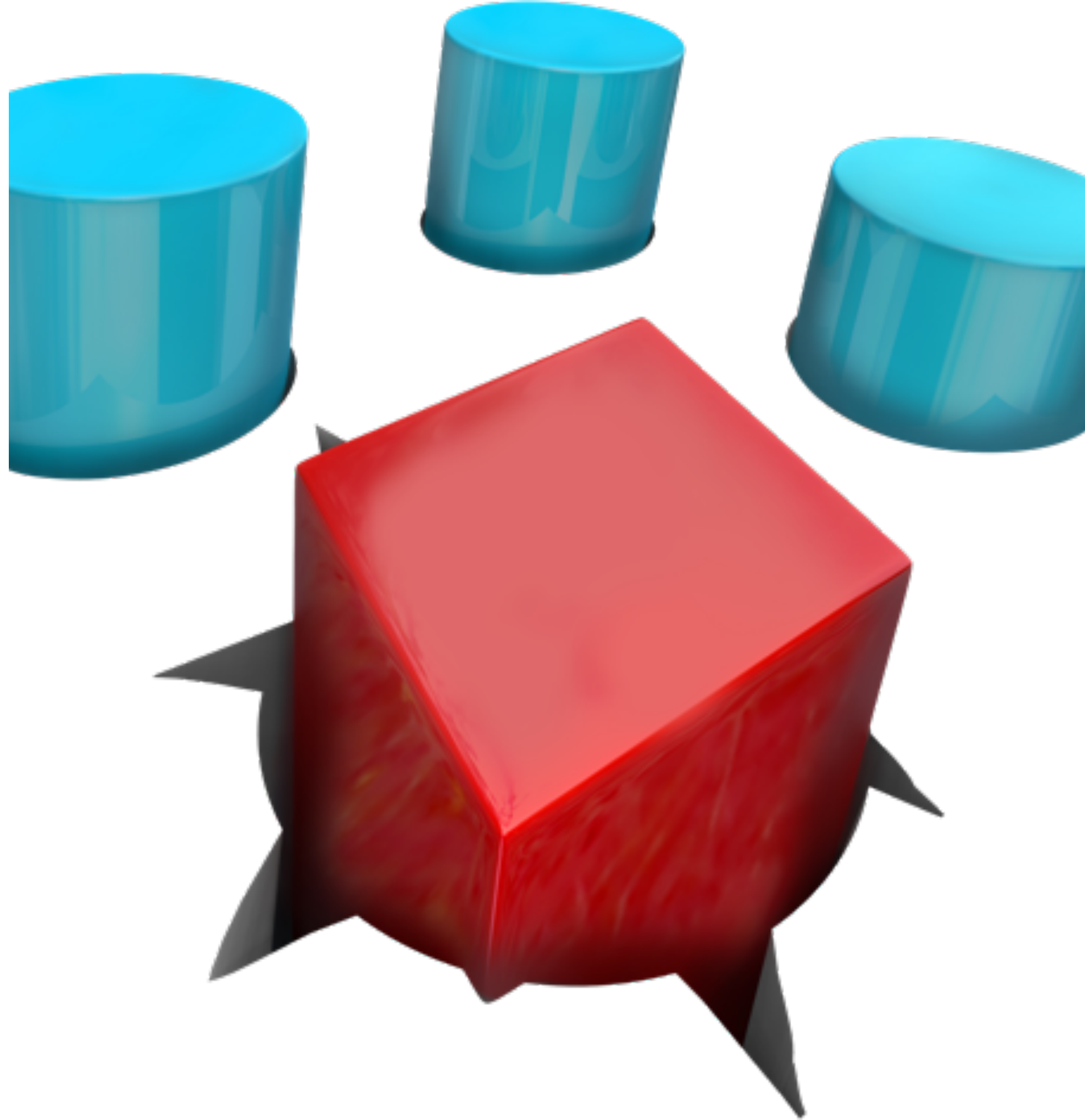


5

No one size fits all

Every organization differs significantly when it comes to People, Process & Culture. Try not to force fit your interventions. Use a combination of interventions and tools based on the organization set up and maturity.

Create a swiss knife of tools.



6

Freedom within framework

Leading with purpose instead of building controls is the only way you can run an organization. Most new age organizations are building agile culture which are built around the principles of "Freedom within Framework".

Connect the dots with PURPOSE.



7

Build Critical Mass

A powerful way to generate momentum and readiness for organizational transformation is to consciously build a critical mass of support for your new directions. A group of change activists or ambassadors can bring in huge momentum in the change journey.

Democratize CHANGE



8

Standardisation vs. Customisation

How much to standardise and how much to customise is always a challenge and a sensitive topic too.

Based on your change initiative, using statutory requirements as the only reason to customise may be a good starting point. If you customise for every region and country, you may lose all the benefits.

Keep the balance.



9

Metrics

Tracking sales does not bring in sales. Selecting the right metric to track e.g. website visits, enquiries and conversion rate may be a good start.

It is more effective to track adoption at an early stage, completion in second phase and effectiveness in final stage selecting the metrics accordingly.

Measure what Matters.



10

Change is a moving target

Going after a fixed goal instead of solving the problem are two different paths altogether. In today's dynamic world, by the time you reach half way of your journey, many of the business dynamics would have also changed. Sticking to basic principles and goal of WHY you started the journey will bring in immense clarity.

Keep the focus on WHY



Our **Enable Change** Package



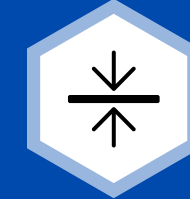
One of the most comprehensive change intervention focussed towards building change capability for your organization while solving real problems.

[Express Interest](#)



DIAGNOSTIC ASSESSMENT

Organization and individual assessment for baseline and gap analysis.



LEADERSHIP ALIGNMENT SESSIONS

4 Sessions focussed on leadership alignment.



ONLINE ACADEMY ACCESS

Online academy access for 200 employees. 36 hours of content.



CHANGE ACTIVISTS TRAINING

6 Sessions with indepth training for change activists. Including live projects and coaching on real projects.



CHANGE AWARENESS TRAINING

8 Sessions creating general awareness covering 200 employees..



LIVE COACHING

Live group coaching for activists working on real projects.



REAL PROJECTS

Projects selection and guided project completion.



TOOLS AND TEMPLATES

Set of over 30 downloadable templates and tools.



CERTIFICATION

Electronic certification and badge for participants.

Recognised and Awarded



Change Et Al.
Most Innovative Business Transformation
Consultancy 2021 - APAC



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PEOPLE · PROCESS · CULTURE

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