



# Organizational Integrations

## Phase 4 - Health Check

Every type of integration represents a change in how projects or daily activities are delivered. In full integration, a new culture will be trying to find its way and everyone involved will have had a different experience. Effective change management requires establishing if the changes you set out to make are actually happening. If the changes are not as you envisioned then why is this happening.

Organizations often overlook the importance of checking in how on things are going. The work of integrating isn't over when the contract is signed, or the announcement goes to stakeholders. The timing of this phase could be anywhere from six to eighteen months post integration. It is important to be intentional about listening to how the new organization is feeling and functioning.

This phase focuses on:

### **Culture/ Team development**

- Should still be seeing intentional team building and process improvements
- Finding success stories to communicate across the organization
- If people have left the organization, explore the reason why.

### **Organizational Level Evaluation**

- assessment and review of policies and procedures, systems and structures in the areas of: mission, vision, values, human resources, governance, finance, operations.
- Confirm if the benefits/ goals of the integration are being realized.
- Connect with users and key stakeholders to assess their experience with the new organization

### **Adjust**

- Where anticipated change has not occurred - Assessment of knowledge and barriers to implementing the change
- As needed, make adjustments and/or remove barriers to change

## Outcomes for this phase:

1. Awareness of the health of the new organization
2. Celebrate achievements and success
3. Make adjustments where needed for continued success



## Questions To Ask in this Phase

1. Are the benefits of the new mission vision and values at an organizational or team level being realized?
2. Are there departments/teams that are struggling to implement the change?
3. Are there success stories that could be communicated to celebrate accomplishments?
4. Are additional organizational changes required?



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