I work with technically and intellectually brilliant entrepreneurs who are frustrated with leadership and people issues

Steven (Steve) D Armstrong CD, MSc
mailto:steve@stevenarmstrong.ca
403.701.3752

9 Questions to Evaluate Your Organization's Readiness for Change*

Dimension	Descriptor & Score					Score
Organizational Preparedness						
Benefits of Change Have Been Made Clear	**5** The benefits of the change have been clearly identified and a success measure has been established	**4** The benefits of the change have been clearly identified and success measures are being developed	**3** The benefits expected from the change need further development	**2** Consideration of the benefits expected from the change has begun	**1** The benefits expected from this change has not been established	
Implementation Strategy Has Been Made Clear	**5** The implementation strategy has been defined and integrated into normal routine	**4** The implementation strategy has been defined but has not been integrated into normal routine	**3** The need for an implementation strategy has been identified	**2** Some potential strategies for the integrating the Change into normal routine	**1** No implementation strategy has been defined	
Executive Commitment	**5** The Executive is committed and willing to actively support the change	**4** The Executive is committed and understands the benefits of the change	**3** The Executive is supportive of the Change	**2** The Executive is aware of the Change but it is not a top priority	**1** The Executive is unaware of the Change	
Leadership Commitment						
Ability to lead the change	**5** All Leaders understand their role in managing and have the competencies to guide the change	**4** Most Leaders understand their role and are confident they have the competencies to guide the change effort	**3** Only a few Leaders understand their role in managing the change or are confident they can guide the change	**2** Leaders understand their role in managing the change but are not confident they can guide the change	**1** Leaders have limited or no understanding of their role in managing the change	
Ability to communicate the case for change	**5** All Leaders are presenting the case for change in a concise and consistent manner to their teams	**4** Leaders can present the case for change in a concise and consistent manner	**3** Leaders have a good understanding of the case for change and are preparing for change	**2** Leaders have a basic understanding of the case for change	**1** Leaders have limited awareness of the case for change	
Team Leader Responsibilities Understood	**5** All Leadership responsibilities have been clearly defined, communicated and agreed to	**4** All Leadership responsibilities have been clearly defined and communicated to the Leaders	**3** Leadership responsibilities in the change process have been defined	**2** Leadership responsibilities have been considered	**1** Leadership responsibilities have not been defined	
Team Enablement						
Staff awareness of the Change	**5** All staff understand why the Change is happening and how it will help the organization	**4** Some staff understand why the Change is happening and how it will help the organization	**3** Only project participants and leadership are aware & understand the benefits of the Project	**2** Only those directly involved in the Change are aware of the Project and its aims and benefits.	**1** No-one is aware of the Change	
Steff Accept That Change Is Happening	**5** Staff are committed to actively supporting the Change and will work to adopt the changes	**4** Some staff are not supportive of the Change but are willing to implement the necessary changes	**3** Staff are not fully supportive of the Change and there is minor resistance to the changes	**2** Most staff are not supportive of the Change and there is extensive resistance	**1** No-one is supportive of the Change	
Staff Confidence in The Change	**5** Staff are confident that they can follow and make the changes	**4** Some staff are concerned about the changes and will require support to make the changes	**3** Majority of staff are concerned about the changes and will require support to make the changes	**2** Staff are concerned about the changes and will require extensive support to make the changes	**1** No-one is confident that they can implement the changes.	

* Based on Prosci's model of change

About Steve

Author, speaker, coach & consultant *Steve Armstrong* works with technically and intellectually brilliant entrepreneurs who are frustrated with leadership and people issues.

Steve publishes on the topics of *leadership, dealing with people & HR issues* that get in the way professionals trying to achieve their goals