



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

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9 Questions To Evaluate Your Organization’s Readiness For Change

Dimension	Descriptor & Score					Current Assessment Score
Organizational Preparedness						
1. Benefits of Change Have Been Made Clear	5 The benefits expected from the change have been clearly identified and a success measure has been established	4 The benefits expected from the change have been clearly identified and a process to measure success is 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 changes has not been established	
2. 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 to be integrated into normal routine has been identified	2 Some potential strategies for the integrating the Change into normal routine	1 No implementation strategy has been defined	
3. Executive Commitment	5 The Executive is committed to the Change and willing to actively support the change	4 The Executive is committed to the Change and understands the benefits.	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						
4. Ability to lead the change	5 All Leaders understand their role in managing their Team to make the change and the competencies to guide the change	4 Most Leaders understand their role in managing the change and most are confident they have the competencies to guide the change effort	3 Only a few Leaders understand their role in managing the change but few are confident they can guide the change effort	2 Leaders understand their role in managing the change but are not confident they can guide the change effort	1 Leaders have limited or no understanding of their role in managing the change	
5. 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 are able to 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 to present the case for change	2 Leaders have a basic understanding of the case for change	1 Leaders have limited awareness of the case for change	
6. 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						
7. Staff awareness of the Change	5 All staff understand why the Change is happening now and how it will help the organization achieve its objectives	4 Some staff understand why the Change is happening now and how it will help the organization achieve its objectives	3 Only the project participants and All leadership are aware of and understand the aims and benefits of the Project	2 Only those directly involved in the Change are aware of the Project and understand the aims and benefits.	1 No-one is aware of the Change	
8. Staff Acceptance That Change Is Happening	5 All staff are committed to and actively support the Change and will work to adopt the changes to their daily routine	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 The majority of staff are not supportive of the Change and there is extensive resistance	1 No-one is supportive of the Change	
9. Staff Confidence in The Change	5 All staff are confident that they can follow and make the changes	4 Some staff are concerned about the changes and will require minimum support to make the changes	3 The majority of staff are concerned about the changes and will require support to make the changes	2 The majority of 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.	

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 and objectives at www.StevenArmstrong.ca