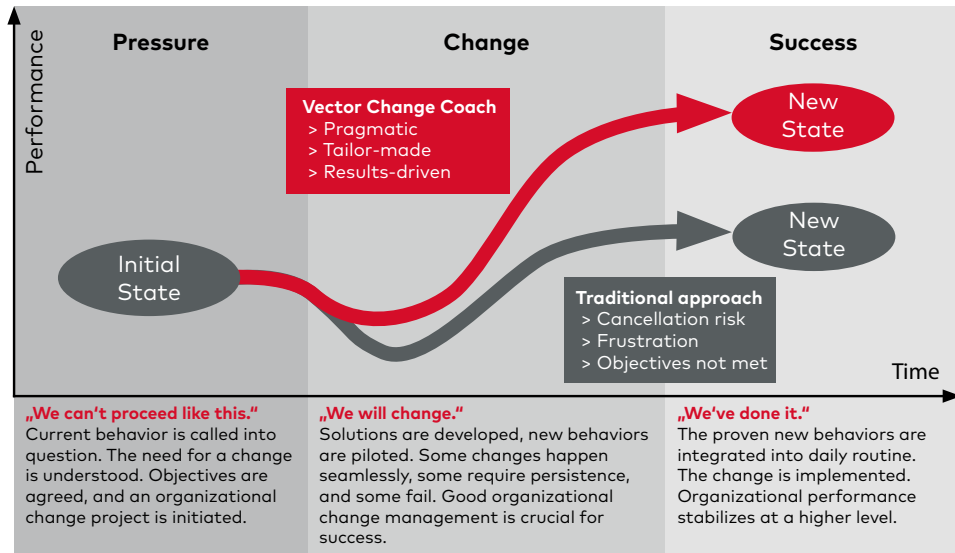




Vector ChangeCheck

Check your organizational change management

- ☐ > Is there a sponsor in senior management, who personally wants and drives the changes?
- ☐ > Are the change goals attractive, tangible, and comprehensible?
- ☐ > Do leaders and influencers support the change goals?
- ☐ > Are the employees convinced that the change will deliver benefits?
- ☐ > Is an organizational change project set up with a project leader, budget, resources, and milestones?
- ☐ > Is it clear, who has to do what and how within the change project?
- ☐ > Are progress and results of the change project systematically tracked and measured?
- ☐ > Does senior management support and actively drive the change project?
- ☐ > Are impacted employees informed on progress and results of the change project?
- ☐ > Are resistance and fear amongst the employees actively mitigated against?
- ☐ > Are people sufficiently supported while piloting the changes?
- ☐ > Does senior management communicate the impact and results of the changes?
- ☐ > Are people trained and coached in implementing changes across the organization?
- ☐ > Is the roll-out across the organization systematically tracked and measured?
- ☐ > Can employees name the changes and results within their own area?

< 4 points: You are proceeding with a high level of risk. Restart and systematically set up the change project.

4–8 points: There is a risk that the change initiative will end without results. Get the people impacted by the change on board.

9–12 points: You are on the right track. However, the benefits might only be effective in the short-term. Ensure sustainability.

13–15 points: You are addressing changes systematically and sustainably. **Keep going!**