

Change Management Framework



	Change Activity	Best Practices	Our Plan
Create A Climate For Change	Increase Urgency	<i>Not just</i> a burning platform but <i>at least</i> a burning platform. People change because <i>this</i> is too painful to stay and/or <i>that</i> is too good to miss out on. Describe this, describe that.	
	Build The Guiding Team	Representatives of key stakeholders, decision makers, change champions, communications, and process experts.	
	Get The Right Vision	An inspiring, meaningful picture of what success looks like.	
Engage and Enable The Whole Organization	Communicate For Buy-In	Tailor communications for stakeholders motivations to change	
	Empower Action	People support what they help to create. Use small work groups to design, recommend and implement.	
	Create Short Term Wins	Celebrate frequent process wins initially while building up to celebrating meaningful components of the vision.	
Implement and Sustain Change	Don't Let Up	Create alignment with all major processes and have constant check-ins and milestones	
	Make It Stick	The behavior you get is the behavior that gets rewarded. Ensure that positive behaviors in the change environment are reinforced and celebrated. <i>Monitor, Recognize, Reward.</i>	