

## Exercise

---

# Readiness of the business for change

---



### Contact Details



+ 44 (0) 845 862 1767 or [enquiries@courageoushr.com](mailto:enquiries@courageoushr.com)



[www.courageoushr.com](http://www.courageoushr.com)

## Readiness of the business

This focuses on the preparedness of the business and various parts of it for the implementation of change. This can be analysed by business unit/function and geographical location.

### *Analysis*

This concerns gathering evidence from the business about readiness for change.

### *'Competing' programmes*

It is easy to forget that in the business there will be a host of other change programmes. Identify what these are (relevant to your programme), and examine inter-dependencies and potential clashes of timing, resources etc.

### *Climate*

What is the climate for change and what attitudes and perceptions are held in the business by different stakeholders, and how do these present potential risks to the success of the project? This may involve assessment of climate using questionnaires etc.

### *Project readiness*

How will the project team and its members remain informed about changes to these factors during the lifetime of the project?

These questions need to provide:

- Facts
- Recommended actions (prioritised)

## Identification of key change management issues

Gathering together all other information from previous steps, develop a summary of the change management issues and how these are to be addressed.

### *Impact Summary*

Definition of planned change	Process map completed?	Likely impact <i>(organisation, people, clients, suppliers, tech. &amp; systems)</i>	Action steps & dates	Comments

## Impact on culture

What are the new behaviours and attitudes required embracing the change and ensuring success?

- This can be based upon vision, corporate principles, and management & action principles.

### *Culture impact*

No.	Culture aspect	Target group (name them)	Action steps	When/by whom?

### About CourageousHR

*At CourageousHR we work with HR Professionals like you to help you create innovative people solutions and courageously apply them. We help you to bridge the gap between academic vision and consulting rhetoric to guide and inspire you and your HR Community to move from being 'followers' to leaders.*

*Our passion and thinking comes from our experiences, research and a belief that 'tomorrow doesn't have to be the same as today'. Our reach is global and we happily work with clients throughout the world and across a wide range of industries.*