

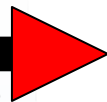
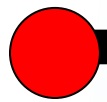
# Need for Change

# TRANSITION

# Vision of the Future



## Organizational Change Management Strategy



PRE-INITIATING	INITIATING	PLANNING	EXECUTING	CLOSING	OPERATIONS
<b><u>VALIDATE NEED</u></b>	<b><u>RESOURCES</u></b>	<b><u>GAP ANALYSIS</u></b>	<b><u>MONITOR &amp; CONTROL</u></b>	<b><u>TRENDS</u></b>	<b><u>PERFORMANCE MEASURES</u></b>
<ul style="list-style-type: none"> <li>Determine Issues of Performance and/or Environmental Pressures to Change</li> </ul>	<ul style="list-style-type: none"> <li>Assign (initial) team</li> </ul>	<ul style="list-style-type: none"> <li>Document (detail-level) AS-IS and TO-BE</li> </ul>	<ul style="list-style-type: none"> <li>Roll Out Plans</li> </ul>	<ul style="list-style-type: none"> <li>Common Occurrences</li> </ul>	<ul style="list-style-type: none"> <li>As Determined From Business Case</li> </ul>
<b><u>BUSINESS CASE</u></b>	<b><u>TEAM STRUCTURE</u></b>	<b><u>CORE WORK PLANS</u></b>	<b><u>IMPLEMENTATION</u></b>	<b><u>LESSONS</u></b>	<b><u>TRACK, ANALYZE, REPORT</u></b>
<ul style="list-style-type: none"> <li>Document (high-level) AS-IS and TO-BE</li> <li>Draft Cost/Benefit Analysis, Recommendation, and Rationale</li> </ul>	<ul style="list-style-type: none"> <li>Illustrate Full Team</li> <li>Roles/ Responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Analyze and Document the GAP between them</li> </ul>	<ul style="list-style-type: none"> <li>Monitor Status</li> <li>Modify As Appropriate</li> </ul>	<ul style="list-style-type: none"> <li>Critical Findings</li> <li>Review All Major Deliverables for Lessons</li> </ul>	<ul style="list-style-type: none"> <li>Track, Analyze, Report</li> </ul>
<b><u>OUTLINE RESOURCES</u></b>	<b><u>BEST PRACTICES</u></b>	<b><u>FACILITATION PLANS</u></b>	<b><u>TRANSITION SUPPORT PLAN</u></b>		
<ul style="list-style-type: none"> <li>Outline Resources Necessary For Initiating Phase</li> </ul>	<ul style="list-style-type: none"> <li>Contact Peers</li> <li>Conduct Research</li> </ul>	<ul style="list-style-type: none"> <li>Project Plan, Technology Plan, Contingency Plan, Test Plan, Training Plan, Risk/Issues Plan, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Monitor Based on READIness Assessments (resources, education and training, awareness, dynamics, implementation plan)</li> </ul>	<ul style="list-style-type: none"> <li>Document/Create List</li> <li>Share</li> </ul>	<ul style="list-style-type: none"> <li>Determine Future Needs For Change</li> </ul>
<b><u>CONDUCT RISK</u></b>	<b><u>SCOPE &amp; CHARTER</u></b>	<b><u>INTEGRATED PROJECT PLAN</u></b>			
<ul style="list-style-type: none"> <li>Conduct Risk and Complexity Study</li> </ul>	<ul style="list-style-type: none"> <li>Problem/Opportunity</li> <li>Business Concept and Solution (assumptions)</li> </ul>	<ul style="list-style-type: none"> <li>Communication Plan, Implementation Plan, Performance Plan, Resistance Mgt., Business Transition, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Based On Readiness, Go-Live/Launch</li> </ul>	<ul style="list-style-type: none"> <li>Reaffirm Goals and Measures for Operations</li> <li>Detail SLAs For All Constituent Groups</li> <li>Agreement/Roll Out</li> </ul>	
<b><u>DETERMINE IMPACT</u></b>	<b><u>REQUIREMENTS</u></b>				
<ul style="list-style-type: none"> <li>Determine Organizational impact and READIness</li> </ul>	<ul style="list-style-type: none"> <li>Business, Technical, Facility, Personnel, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Combine and Synthesize Core and Facilitating Plans</li> </ul>			
	<b><u>STRATEGY</u></b>				
	<ul style="list-style-type: none"> <li>Further Detail Business Case and Synthesize Initiating Deliverables</li> </ul>				

Readiness for Change