

Reading: Develop Strategies

Examples of Long-Term Strategies

It may take years to fully align organizational systems with a large-scale change. Alignment of some systems often needs to take place after change has been implemented. Examples:

- Development of new position descriptions and selection processes often lag until new roles have been fully defined through people working in them.
 - Definition of new work processes and procedures often are driven by the installation of new computer systems or software applications.
-

Examples of Short-Term Strategies

Short-term strategies might include the following:

- Policies and Procedures — Policies to handle special issues, delegate authority, or ensure that the work is getting done and clients are being served during this time.
- Information and Communication — Temporary communication processes (e-mail, voice mail, and bulletin boards) for collecting or reporting information related to the change, special software for supporting the change, and temporary computer/phone lines.
- People — Special groups (ombuds-teams and task forces), temporary titles or job positions, temporary reporting relationships, use of work/job details, and special training courses to equip people to function effectively during this time.
- Equipment and Facilities — Computer hardware, photocopy machines, work space, or furniture needed during this time.