

Worksheet: Getting Ready for Change

1. What are the changes occurring in or facing your organization?
2. What are the specific issues you face, or anticipate facing, in implementing these changes and dealing with the impact on the workforce? For example, time can be an issue (are deadlines critical?). The magnitude of the change can be an issue (is the change significant and far-reaching?). Will diverse groups of stakeholders need to be involved? How will you deal with multiple changes at one time?
3. What did you learn from assessing how your organization currently handles change that presents challenges for implementing your change? What did you learn from profiling the organization?
4. What did you learn from assessing your organization's cultural readiness for change that presents challenges for implementing your change?
5. Given the results of the assessment of your change leadership behaviors, what personal challenges do you face in leading and managing change in your organization?