

Are You Ready for successful Change ?

DD x VF x FS x CC > RC

Degree of Disatisfaction

Is the level or Degree of Dissatisfaction such that we cannot ignore the current situation and MUST deliver an improvement, a significant change to the status quo?

Vision of the Future

Do we have a clear unifying Vision of the Future, which is challenging yet credible and is a destination such that Dissatisfaction will be addressed?

First Steps

Do we understand the detailed First Steps (FS) or next steps to take? Is there a REAL plan with real governance and clear responsibilities?

Capacity for Change

Do we have the necessary Capacity to deliver the Change? (People, Attitude Skills, Capabilities & Budget)

Resistance to Change

The force which if ignored or not addressed on a continuous basis will undermine efforts and lead to failure.

4 Dimensions

Many change efforts simply ignore the 4 dimensions of the change formula or assume that they will self-maintain on a change journey. These efforts universally fail.

There are many tools, techniques and methods to establish and maintain those 4 dimensions, in short there are many paths or choices.

However, what is **mandatory** is that they are **established**, **reviewed** on a regular and short interval basis and where necessary **action** is taken to address deficiencies. Governance in combination with the 4 dimensions is key to success.

▶ If any dimension is deficient then the change formula will be imbalanced in favour of the Resistance to Change and FAILURE will result.