

Change Management Framework

Data-Related Pain Point: _____

RIDER: Attention to people's <u>reasoning</u>. Change requires planning and direction. What looks like resistance may be lack of clarity or direction.	
STRATEGIES	QUESTIONS & BARRIERS
<i>Are there currently any bright spots in the organization related to this work you could replicate?</i>	
<i>Are the specific, critical moves that you need stakeholders to do that could be better articulated?</i>	
<i>What does a successful destination look like and are you communicating it effectively?</i>	

ELEPHANT: Attention to people’s emotions. Change requires energy and drive. Inspiration may be needed to overcome change fatigue.

STRATEGIES	QUESTIONS & BARRIERS
<p><i>How can you make people feel the need for change?</i></p>	
<p><i>How can you shrink the change into something more digestible?</i></p>	
<p><i>How can you grow our people to cultivate an identity that embraces this change?</i></p>	

PATH: A clear <u>path</u> to the desirable end state. What looks like a people problem may be a situation problem. A pathway needs to be illuminated.	
STRATEGIES	QUESTIONS & BARRIERS
<i>How can we tweak the environment to make the change easier to implement?</i>	
<i>How can we build habits around the new change?</i>	
<i>How can we rally the herd to join the movement? How can you make the behavior contagious?</i>	