



StickyChange


The Magic Change Test

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Sticky Change





Levity aside, implementing successful change in an organisation requires insight, strategy, and commitment from its leaders. To gauge your preparedness and understanding of what the change may mean to you, it's worth considering the questions seriously.



Vision

If your change was a movie plot, did it have an epic climax scene?

Did your people buy tickets to watch it?

Understanding the bigger picture and the "why" behind the change can motivate your stakeholders and give meaning to the initiative. Articulating the compelling vision behind your change, and why it is essential for your organisation now, is critical to the change success. How convincing was yours? Did your people buy into it?



Stakeholders

When you had the fancy brainstorming sessions, did you hear all the voices (or were they choking on their jammy dodgers)? Did you pay attention to what they said or sleep through until the end?

Successful change often requires buy-in from a broad range of internal and external stakeholders. You need to spend time involving key stakeholders in the change process, and listening to the feedback they provide. It will serve you well throughout the change process. What plans do you have to listen to your stakeholders in the future?



Communication

When you broke the news, did it cause an outburst of spontaneous dancing?

When you launched your movie, did you utilise all available channels (as opposed to being an expensive option on Netflix)?

If you need to prioritise your budget on anything, make sure it includes a communication resource. Bigger the project, more full time they should be. Ask yourself, what communication strategies do you plan to use to ensure everyone understands the change and its implications?

Effective communication is critical for clarifying the need for change and minimising resistance.



Resistance & Challenges

Did any of your people throw pies in your face over this movie?

Did you manage to dodge them?

Speaking of resistance, almost every change effort faces resistance. Being proactive about identifying and addressing potential obstacles will increase your chances of success. What potential resistance or challenges do you anticipate, and how do you plan to address them?



Resources & Support

Did you get your superhero on your team?
Did you provide the capes (or did they have to buy their own)?

Change requires adequate resourcing, including tools, training, and don't forget the emotional support.

What resources (financial, human, technological) have been allocated to ensure this change is successful, and how do you plan to support those driving and affected by the change?



Metrics & Evaluation

Were you able to measure how much difference this movie made?

Did it win an Oscar (as opposed to being confined to the archives)?

Tracking the change's impact can provide insights into its effectiveness and areas that may need adjustment. How are you going to measure the success of your change initiative? What key performance indicators have you identified?



Sustainability

Once the launch party was over, did people buy the t shirt (or sneak away with the balloons)?

The following morning did people give it a 5 star review (or demand a refund)?

Many change initiatives falter after initial implementation. A strategy for maintaining momentum and ensuring the change becomes a lasting part of the organisation is essential.

Once the change has been implemented, how will you ensure its sustainability and long-term integration into the organisation's culture and processes?



Learning & Adaptability

In this grand circus of change, are you keeping the acrobats from falling and the clowns from, well, clowning around too much? Is everyone getting better at their act? Even learning some new tricks?

Finally, change is not a one-time event. Organisations need to remain agile and adaptive to evolving circumstances and new insights.

So, how will you foster a culture of continuous learning and adaptability within the organization during and after the change process?



While these questions provide a foundation for ensuring your change initiatives are even more successful, the specific context and nature of your organisation and change initiative might warrant additional, tailored inquiries.

If that's the case, can we help you??

If so, please contact us....

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or send us a message:

<https://www.stickychange.com/contact-us>

