



LEADERSHIP SA
strategy leadership change human capital effectiveness

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Strategic Change Management:

Up to 70% of change efforts fail. Many sound strategies fail because they are not properly executed due to inadequate change management. Organisational transformation in particular is a complex process with few guarantees of success.

For a free self assessment of your organisations change management processes, complete this simple questionnaire

For best results get your Executive team and a small sample of managers and staff to complete it and see what the different perceptions are telling you.

Strategic Change Management Processes:

Low – we don't do this

Medium – we do this

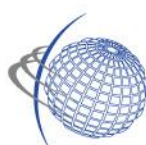
Hi – this provides a competitive advantage

Exceptional – global thought leader

	Low	Med	Hi	Except
There is a clear understanding of the pressures for change				
There are appropriate governance structures for overseeing the change process				
There has been an assessment of the degree of organisational readiness in respect of the planned change				
Executives understand and are committed to fulfilling their roles in the change process				
Line managers understand and are committed to fulfilling their roles in the change processes				
The HR function understands and is committed to fulfilling its roles in the change processes				
Change agents have been identified and trained to facilitate the change processes				
Line management are held accountable for the results of the change initiative				
Stakeholders in the change have been consulted and involved as far as possible				
There are clear objectives in terms of the change outcomes				
There has been an effective engagement process with the people affected by the changes				
The culture of the organisation enhances change				
There is an effective communications strategy during the change process				



The change has been effectively branded in the organisation				
There is strong leadership that provides the organisational “energy” to drive the change				
Leaders reinforce the importance and goals of the change at every opportunity				
Leaders model the required behaviour resulting from the changes				
Appropriate strategies are applied for each phase of the change process				
Wherever possible change is “emergent” rather than imposed from the top				
Multiple change initiatives are co-ordinated across the organisation				
Consultants assisting with the change are effectively managed				
Where change is deep rooted and profoundly affects individuals there are trained professionals to provide emotional support and counselling				
Politics associated with the change is effectively managed				
Changes involving culture change are not seen as linear processes and appropriate strategies to lead complex change are applied				
The impact of changes in one part of the organisation on other parts of the organisation are recognised and holistically managed				
Successes associated with the changes are celebrated				
The vision of the future is greater than the restraint of the organisational memory				
Where individuals prove to be obstacles to change appropriate action is taken to eliminate their impact				



Change leadership is a key role of Executives and the outcome is largely dependent on the leadership energy and capacity of those driving the change.

If you are not satisfied with your scores or you would like to become a global thought leader contact Terry Meyer at: terry@leadershipsa.com



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