People Change Readiness Framework
"Deliberately getting people ready for change"

People Whisperer SOLUTIONS

Strategy & Vision	• Clearly define the reasons and goals for the change, and how it aligns with the overall mission and business strategy. • Develop a clear vision for what the future state will look like after the change.
Structure & Governance	• Establish a governance structure that clearly defines roles and responsibilities for decision-making and implementation. • Ensure that the organizational structure and resources are aligned with the new vision and strategy.
People Change Readiness	• Assess the organization's current readiness for change, including the culture, leadership, and stakeholder and employee engagement levels. • Develop strategies to address any barriers to change readiness and build support for the change.
Measures of Success	• Define metrics to measure the progress and success of the change initiative, including both short-term and long-term goals. • Establish a system for ongoing monitoring and evaluation of progress towards these goals.
Engagement & Communications	• Develop a comprehensive communication plan to activate active and visible sponsorship, keep impacted people informed about the change, including the reasons for the change, the timeline, and how it will impact their work and environment. • Establish mechanisms for feedback & input throughout change process.
Functionality & Business Process Optimization	• Identify the specific changes to systems, processes, and procedures required to achieve the new vision and strategy. • Develop a plan to implement these changes in a way that minimizes disruption to operations.
Training & Development	• Develop a comprehensive training and development plan to ensure people have the skills and knowledge they need to adapt to the new systems, processes, and procedures. • Establish a plan to provide ongoing support and training as needed.
Workforce Transition & Sustainability	• Develop a plan to manage the transition of people impacted by the change, including role changes, job redesign, retraining, & redeployment, if necessary. • Establish mechanisms to ensure ongoing sustainability of the changes, including ongoing monitoring and evaluation, continuous improvement, and stakeholder engagement.