ORGANIZATIONAL CHANGE FRAMEWORK

Vision • Alignment • Action
STRATEGY Arts

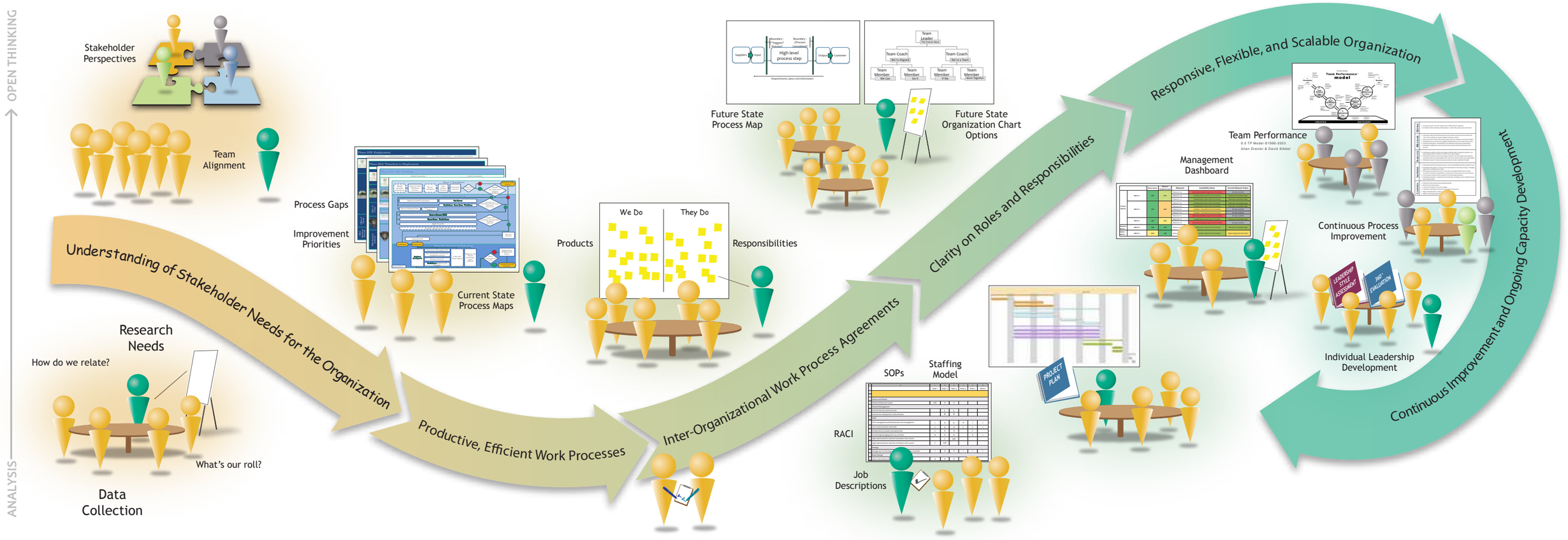
Defining the Organization

Designing Processes and Roles

Implementing and Sustaining

OPEN THINKING

ANALYSIS



Defining the Organization's Role

Stakeholder expectations of functions, products, and services defines the organization's role.

Setting a Contextual Vision

A contextual vision relates the organization to other entities and sets goals for major functions.

Optimizing Processes

Lean Six Sigma tools optimize processes to efficiently achieve functional goals.

Establishing the Organization's Boundaries

Defined interfaces with outside entities for each process establishes the organization's boundary.

Designing the Organization

Evaluating the redundancy, flexibility, and scalability of design options optimizes the organization's responsiveness.

Refining the Details

Defined standards for systems and procedures provide consistent guidance for ongoing activities.

Planning for Change

Detailed transition plans assure that process implementation does not disrupt functional outputs.

Managing the Change

Active project management keeps pilot and implementation projects on track.

Building Capacity

Ongoing training and development renews and builds organizational capacity.

© 2015 Strategy Arts