



lamarsh and associates, inc.

# Change *Tip*<sup>TM</sup>

## Are you at a critical point in your change? Could you use a tip to determine if you are managing change well?

The extraordinary expense and business risk caused by failed or under-performing projects have most organizations scrambling to better understand how to manage their changes better. Everybody is looking for a “quick hit” or a “quick fix” for projects that do not deliver on schedule, run over budget, and/or cause chaos and frustration in the workforce and in the Board Room. Practicing good change management may be your secret weapon to success. But how do you know if you are already doing a good job of it or need to consider a new approach? The results of this free *L&A ChangeTipä* is intended to give you a head start in answering that question.

### Determine your level of risk using the *L&A ChangeTipä*

*Rate each of the following 10 questions. Circle the number that best matches your confidence level for each statement: (1) Low Confidence to (4) High Confidence or (0) Don't Know. At the end of the questions, you will find more information to help you determine where you stand.*

1. The entire management team is committed to making the change successful.  
(Don't Know)    1   2   3   4
2. Management has the knowledge and skill to effectively sponsor change.  
(Don't Know)    1   2   3   4
3. Change agents have the credibility and trust of colleagues impacted by the change.  
(Don't Know)    1   2   3   4
4. We currently have the culture in place to support the end state of the change.  
(Don't Know)    1   2   3   4
5. The change is in alignment with the overall business strategy.  
(Don't Know)    1   2   3   4
6. Past attempts at change in this organization are viewed as successful.  
(Don't Know)    1   2   3   4

7. The “desired state” is seen as an effective solution to the problems of today.  
(Don't Know)    1   2   3   4
8. Sponsors and change agents are using effective communications to help people in the organization understand the change.  
(Don't Know)    1   2   3   4
9. Sponsors and change agents are using appropriate learning to help people build the skills and competencies to change.  
(Don't Know)    1   2   3   4
10. Sponsors and change agents are using rewards and reinforcements to help people in the organization change.  
(Don't Know)    1   2   3   4

**Where Do You Stand?**

**Add the Value You Gave Each Question**

**Multiply the Above by 2.5. This is your Total Score**

**And What It Means**

Your score is based on a 100% scale, where your scored percentage equals the probability for success of your change project. The scores are based on 25 years of experience in the practice of change management.

- 80-100% Your *ChangeTip*<sup>™</sup> Score is strong and your risk is low.
- 60-79% Your *ChangeTip*<sup>™</sup> score is adequate and your risk is moderate.
- 40-59% Your *ChangeTip*<sup>™</sup> score is weak and your risk is high.
- 0 –39% Your *ChangeTip*<sup>™</sup> score is insufficient and your risk is significant.

**Successful projects should score at least 80%. Did you?**

**CALL LEW LASH AT LA MARSH AND ASSOCIATES, INC. TODAY (262.236.0899) TO SCHEDULE A FREE 30-MINUTE CONSULTATION TO REVIEW YOUR RESULTS. WE'LL ALSO OFFER SOME IDEAS ON WHAT YOUR NEXT STEPS SHOULD BE IN THE PROCESS OF MANAGING CHANGE.**

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*consulting services for changing organizations*

