

4 Elements of Effective Plans for Change



STRATEGIC GOALS

What goals does this change help the organization work toward?



KEY PERFORMANCE INDICATORS

How will success be measured? What metrics need to be moved?
What's the baseline for how things currently stand?



PROJECT STAKEHOLDERS AND TEAM

Who will oversee the task of implementing change? Who needs to sign off at each critical stage? Who will be responsible for implementation?



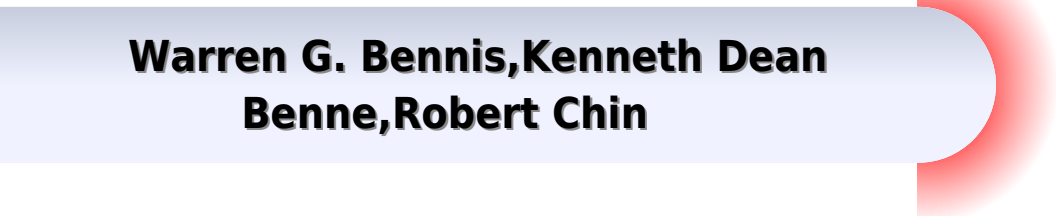
PROJECT SCOPE

What discrete steps and actions will the project include? What falls outside of the project scope?



The Planning Of Change

**Warren G. Bennis, Kenneth Dean
Benne, Robert Chin**



The Planning Of Change:

The Planning of Change Warren G. Bennis, Kenneth Dean Benne, Robert Chin, 1985 The book is organized into four sections with Part I devoted a retrospective look at the history of planned change and outlines the development of the theory and practice in the field Part II deals with the concept of systems analysis as a tool for observing and diagnosing the current state of human systems The actual planning and intervention processes involved in enacting change are discussed in Part III Finally Part IV addresses the concept of values and goals as key factors in determining the success of a change effort

The planning of change Warren G. Bennis, 1961 The Planning of Change Warren G. Bennis, 1974 *The Planning of Change* Warren G. Bennis, 1971 **Planning and Managing Change** Vivette Payne, 2005 The ability to manage change has become a key competency for anyone striving to improve personal or corporate effectiveness Planning and Managing Change provides a structured and practical approach to dealing with change This course teaches the importance of proactively managing change and avoiding the knee jerk reactions that undermine efforts to deal with the accompanying organizational and human issues *Planning for Creative Change in Mental Health Services* National Institute of Mental Health (U.S.), 1972 *Planning for Creative Change in Mental Health Services: Information sources and how to use them* National Institute of Mental Health (U.S.), 1972 *The Planning of Change* Warren Bennis, 1994-06 **Proceedings--limits of Acceptable Change and Related Planning Processes**, 1997 **Managing Change, Creativity and Innovation** Patrick Dawson, Constantine Andriopoulos, 2017-03-20 A fresh approach to managing organizational change by looking at it as complex dynamic and messy as opposed to a series of neat linear stages and processes leading to success Key to the approach is the idea that change creativity and innovation all overlap and interconnect rather than being three separate areas of study and that managing the three together is central to organizations having the competitive edge in developing new technologies and techniques products and services The book continues to offer practical guidelines as well as a theoretical understanding of change creativity and innovation It delivers an equal balance of critical perspectives and sound ideas for organizational change and development and presents the idea that change can be proactive driven by creativity and innovation The new edition includes additional change management content including learning personal change managing the self employability developments in conventional Organizational Development and new emergent forms including appreciative inquiry Along with a series of rich international case studies including TNT Australia Amazon Leeds Rhinos Jerusalem Paints Alpha Pro Pump and KPMG It is supported by a range of learning and revision aids including reflective exercises review and discussion questions and hands on research tasks All of which help students to reflect on the material covered and provide a source for more open group discussion and debate A companion website accompanies the book with additional material including PowerPoint slides for lecturers and video links and access to SAGE journal articles for Students Suitable for upper level undergraduates and postgraduate students

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