

10 Ideas that Shaped my ECM Journey - Webinar Poll Response Themes

Presented by Scott Anderson, Director of Development at Prosci, April 13, 2022

Challenges at the Start	Staying Grounded	Most Valuable ECM Resources	The Power of Wonder	The Change Success Mindset	Let it Go to Let it Grow

What are the biggest challenges for new enterprise change leaders?

- Lack of executive sponsorship
- Establishing ECM as an organizational priority
- Understanding the company culture

What keeps you grounded to your purpose in change management? (Practices, Quotes, etc.)

- Focusing on individuals
- Making a positive and meaningful impact

What resources have been most valuable for you in your enterprise change management journey?

- Mentoring from experienced change practitioners and colleagues
- Life experiences
- Continuous learning (books, webinars, et cetera)

Imagine it's 5 years from now. What have we figured out about enterprise change management that we don't have figured out today?

- Change competency is a leadership imperative
- Change practices are embedded in the organization

How might a focus on change success, rather than change management, affect how you implement enterprise change management?

- Focuses on outcomes, rather than outputs
- Focused on longer-term business value
- Keeps the end goal in mind

The hardest parts of my work to let go of as an enterprise change leader would be...

- Being known as the expert
- Losing original intent as others step in
- Control

"Being taken seriously in executive-level conversations."

"Understanding the culture before you can change it."

"It's all about the people!"

"Mentors, Prosci, Experienced colleagues."

"That ECM is part of leading humans."

"[Change management] should be integrated into any leadership role."

"To quote Tim Creasey, 'focus on what you deliver.'"

"Watching someone else drive the car."

"Being the go-to expert."