How To Build Organizational Change Capability
A Panel Discussion
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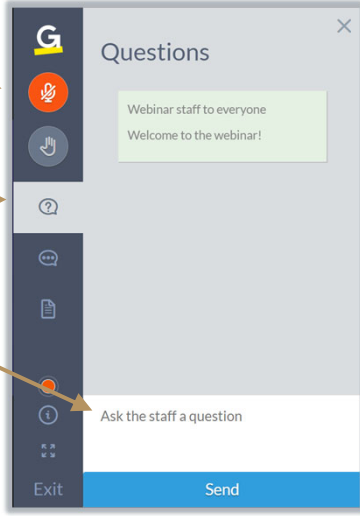On a scale of 1-5, how mature is your organization's change capability?

Webinar content begins at:
:02 after the hour

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Questions

Webinar staff to everyone

Welcome to the webinar!

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A Panel Discussion

How To Build Organizational Change Capability

Facilitator
Dan Olson
Sr. Principal, Customer Engagement

Panelist
Kelli Smith
Engagement Leader

Panelist
Daniel Graham
Principal Change Advisor

Panelist
Hibba Ullah
Principal Change Advisor

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CM and ECM in Context

Increasing adoption and usage to deliver people-dependent portion of project ROI by preparing, equipping and supporting employees

Change Management (house)

DNA/fabric/norm through individual competencies and integrated CM approaches

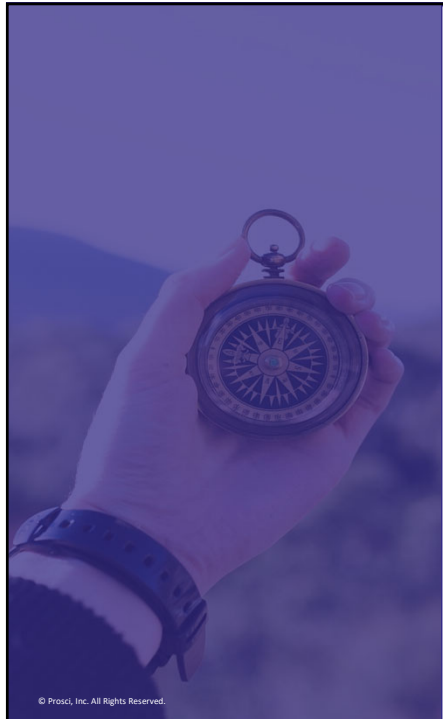Enterprise Change Management (neighborhood)

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Building Change Management Capability is a Journey

Where you want to get

How you will get there

Structure and Intent

Where you are today

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Prosci Change Management Maturity Model

Level 5	Organizational Competency
Level 4	Organizational Standards
Level 3	Multiple Projects
Level 2	Isolated Projects
Level 1	Ad hoc or Absent

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Organizations With Higher Change Management Maturity Have Higher Project Portfolio Success Rates

Increase portfolio success rate

Prepare for velocity of change

Enable organizational agility

Address saturation and its consequences

Support strategy execution

Create competitive advantage

Multiply benefits of change management

Leverage a common approach and language

Project success rate by maturity level:

	Percent
Entire Study Population	51%
Level 5 - Organizational Competency	66%
Level 4 - Organizational Standards	60%
Level 3 - Multiple Projects	56%
Level 2 - Isolated Projects	47%
Level 1 - Ad Hoc or Absent	43%

Percent of Projects Considered Successful

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Keys to Initiating the ECM Journey

1	2	3
Secure sponsorship for building change capability	Demonstrate the impact of great CM on a few projects	Apply structure and intent to achieve ECM
Which leaders do you need on board the ECM journey? *How will you get past the "head nod" of passive support to true active support?*	*Which initiatives will you use as demonstration projects to show the organization the value of CM?* *How will you capture and share the impact good CM is having?*	*Where are you today?* *Where do you want to get?* *How will you get there?*

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Meet our Panelists

Panelist
Kelli Smith
Engagement Leader

Panelist
Daniel Graham
Principal Change Advisor

Panelist
Hibba Ullah
Principal Change Advisor

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How do you begin applying Prosci's Enterprise Change Management (ECM) principles when working with a client?

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How do you ensure change practitioners are getting the necessary sponsor support for ECM?

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What's your number one piece of advice for change practitioners working with ineffective sponsorship?

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What criteria make a good demonstration project?

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What is the biggest challenge you face as an advisor when stepping into an in-motion, high-risk project?

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What tools are you leveraging with your clients to make embedding enterprise change capability easier?

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How do you consolidate and align scattered pockets of change practices into a structured change process?

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What are the success factors that will help change practitioners build the right ECM roadmap?

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What are the most common challenges or pitfalls you see change practitioners struggle to overcome?

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How can organizations build a culture of change resilience?

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How do you build a supporting cast of characters for a successful ECM journey?

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Question for the audience:

What is one thing you heard or learned that you can apply in your work today, tomorrow or next week?

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Prosci Solutions to Support Your ECM Journey

ECM Boot Camp	ECM Workshop
1-day educational program filled with deployment leaders from various organizations	A five-module custom workshop experience for a single organization facilitated by experienced principal change advisors
L E A R N	D O
E.g. Learn why a "leadership commitment statement for ECM" is important and how one is created	*E.g. Co-create a "leadership commitment statement for ECM" facilitated by a Prosci Senior Change Advisor*

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