

YES! To Leading Change

Change Readiness Assessment

A PeopleNRG Publication



Overview

This assessment is meant to guide leaders through critical questions that need to be addressed when leading change. Completing it will assist you in getting the support, motivation and results you need to succeed.

The assessment is not designed as a scientific tool nor is it an exhaustive list detailing and addressing the minutia of the multiple change types. Rather, it is written as a practical guide to help you think through the main aspects to be considered, no matter what your change is

As you complete the assessment, keep a separate log of questions you have. Then, find the people who may be able to answer your questions. And if after asking those people you still don't have all the answers, don't worry! This is just what change is about: you prepare and plan as best as you can, but you will never have all the answers you need.

Leading Change successfully requires both business and personal leadership. This assessment examines both:

Business

- Get Past No to Go: Analyzing if there's true support
- The Rationale: Creating a clear, compelling business case
- Sell the Change: Developing a plan to sell the change

Personal

- Beliefs: Assessing your commitment to the change
- Attitude: Developing a YES! attitude
- Change Leadership: Applying high performance leadership attributes

TABLE OF CONTENTS

BUSINESS ASSESSMENT

1. CAN YOU GET PAST NO TO GO?
2. THE RATIONALE: DO YOU UNDERSTAND THE BUSINESS CASE?
3. SELL THE CHANGE
 - Create a Vision of Success
 - Get Key Stakeholders on Board
 - Explain Your Competence
 - Plan for Success
 - Risk/Reward Analysis
 - Action Plan

PERSONAL ASSESSMENT

1. BELIEFS: ASSESSING YOUR COMMITMENT TO THE CHANGE
2. DO YOU HAVE A YES! ATTITUDE?
 - Y=Why Change
 - E=Expect Emotional Reactions
 - S=Surround Yourself With Other Fun Loving YES People
3. CHANGE LEADERSHIP: APPLYING HIGH PERFORMANCE LEADERSHIP ATTRIBUTES
 - Courage
 - Discipline
 - Emotional Energy
 - Use Strengths

About the Authors

Over the past 20 years, Antoine Gerschel and Lawrence Polsky have lived strategy implementation challenges in many shapes and forms, with first-hand experience in the United States, Europe and Asia. They have over 15 years of experience developing award-winning programs that improve business communication and leadership within global, multi-cultural settings.

Antoine and Lawrence are the founding Partners of PeopleNRG, Inc. in Princeton, New Jersey, USA (www.peoplenrg.com). With speeches, workshops and coaching assignments, they inspire leaders around the world to propel their teams, divisions, or companies in new directions.

They are co-authors of *Perfect Phrases for Communicating Change*, a McGraw-Hill publication.

PeopleNRG, Inc.
66 Witherspoon Street, Suite 345
Princeton, NJ 08542
609.333.0653
www.peoplenrg.com
info@peoplenrg.com