

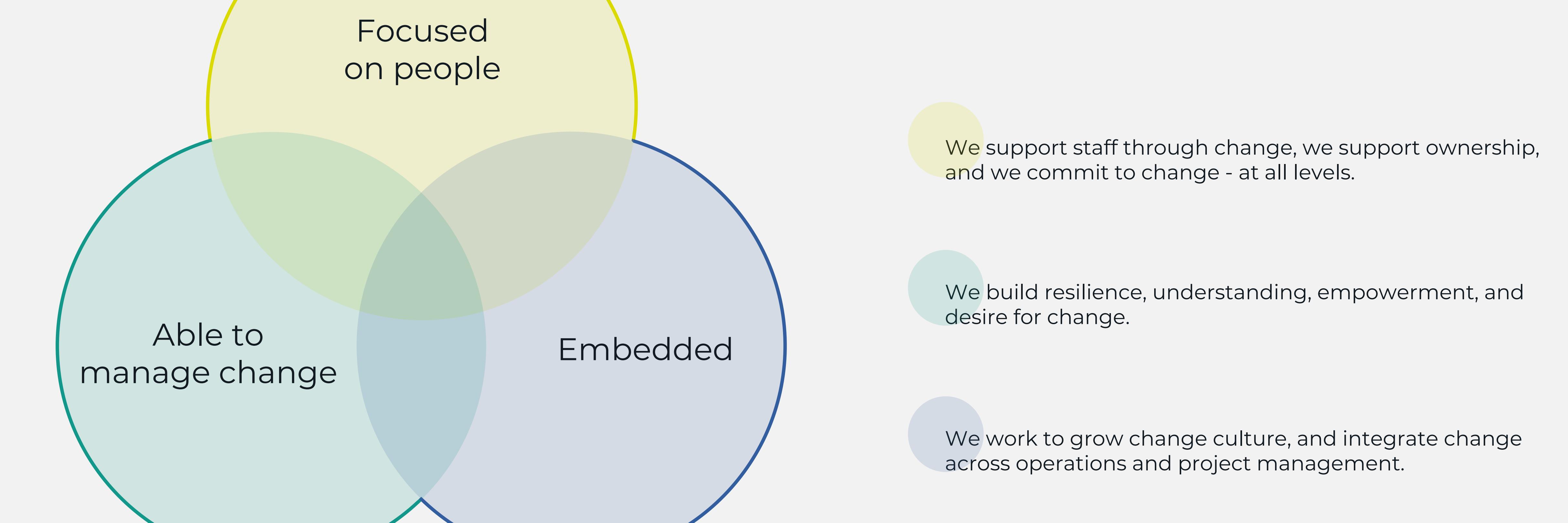
# ORGANIZATIONAL CHANGE MANAGEMENT

Framework

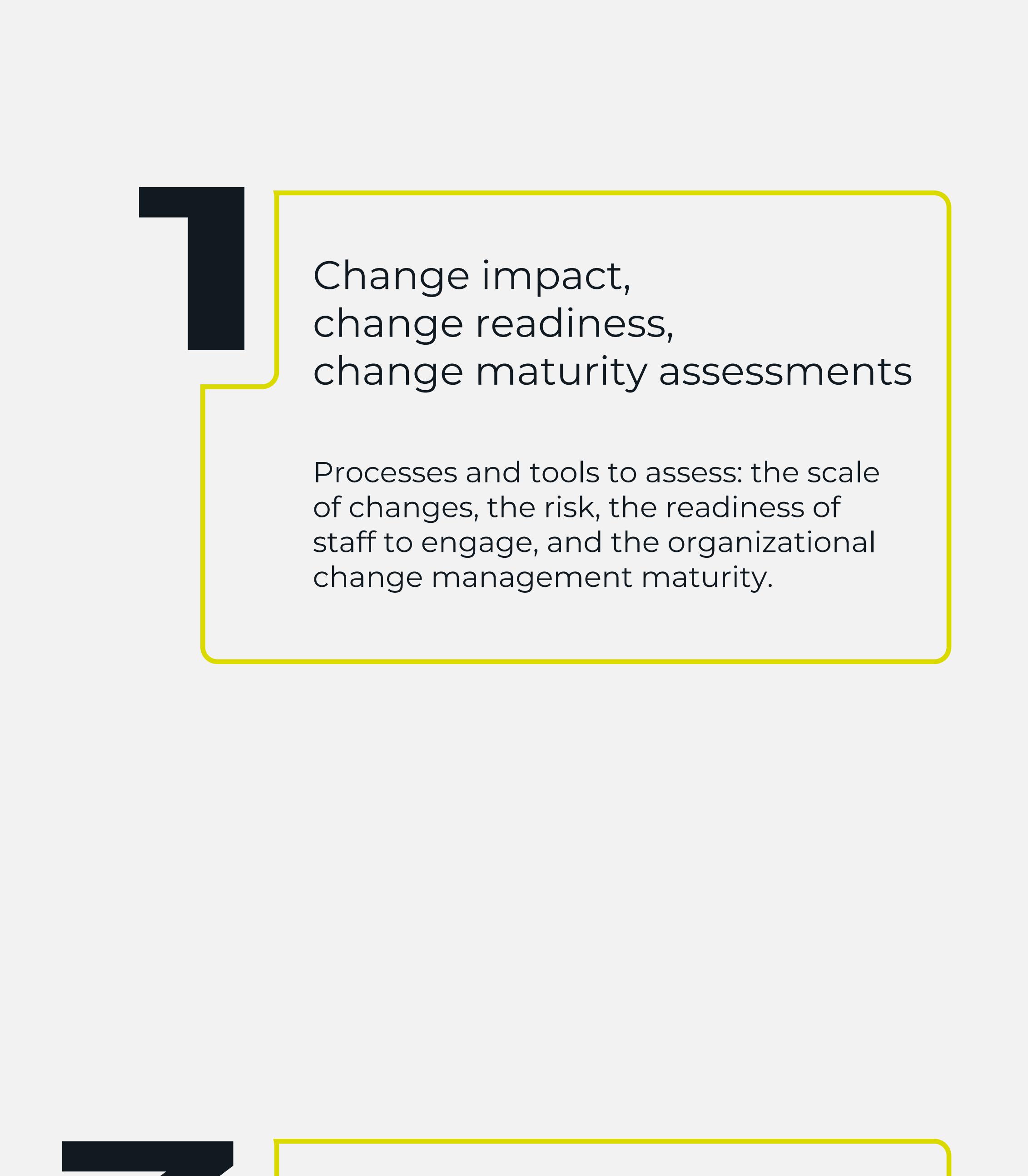
## CHANGE AFFECTS PEOPLE

Reluctance to change can occur when individuals feel uncomfortable and are uncertain about the future; we want to mitigate these feelings. Following a change management strategy can navigate us from a less desirable present state to a better performing future state.

### Essential factors for **success**



## GUIDING PRINCIPLES



We support staff through change, we support ownership, and we commit to change - at all levels.

We build resilience, understanding, empowerment, and desire for change.

We work to grow change culture, and integrate change across operations and project management.

## ELEMENTS

### 1 Change impact, change readiness, change maturity assessments

Processes and tools to assess: the scale of changes, the risk, the readiness of staff to engage, and the organizational change management maturity.

### 2 Communications

Processes and tools to effectively communicate and build awareness, desire, and reinforcement of change.

### 3 Sponsorship Support and Management

Processes and tools to empower leaders and sponsors to promote and support staff throughout changes.

### 4 Resistance Management

Processes and tools to manage change resistance proactively and reactively.

### 5 Training

Processes and tools to educate and train staff on change management principles, processes, and tools.

### 6 Transition to Operations

Processes and tools integrated with project management to increase the adoption and sustainability of changes in daily operations.

## GOALS AND OUTCOMES

### Change Maturity Tracking

Maturity model that tracks how the College operates and performs during times of change.

### Portfolio Change Oversight

Assessing and monitoring volume and impact of change at the College.

### Effective Communication

Use of diverse communication channels to increase awareness and desire of change.

### Sustainability

Change is adopted, reinforced, and sustained over time.

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## Essential factors for **success**

Engage change resistance and promote positive consequences.



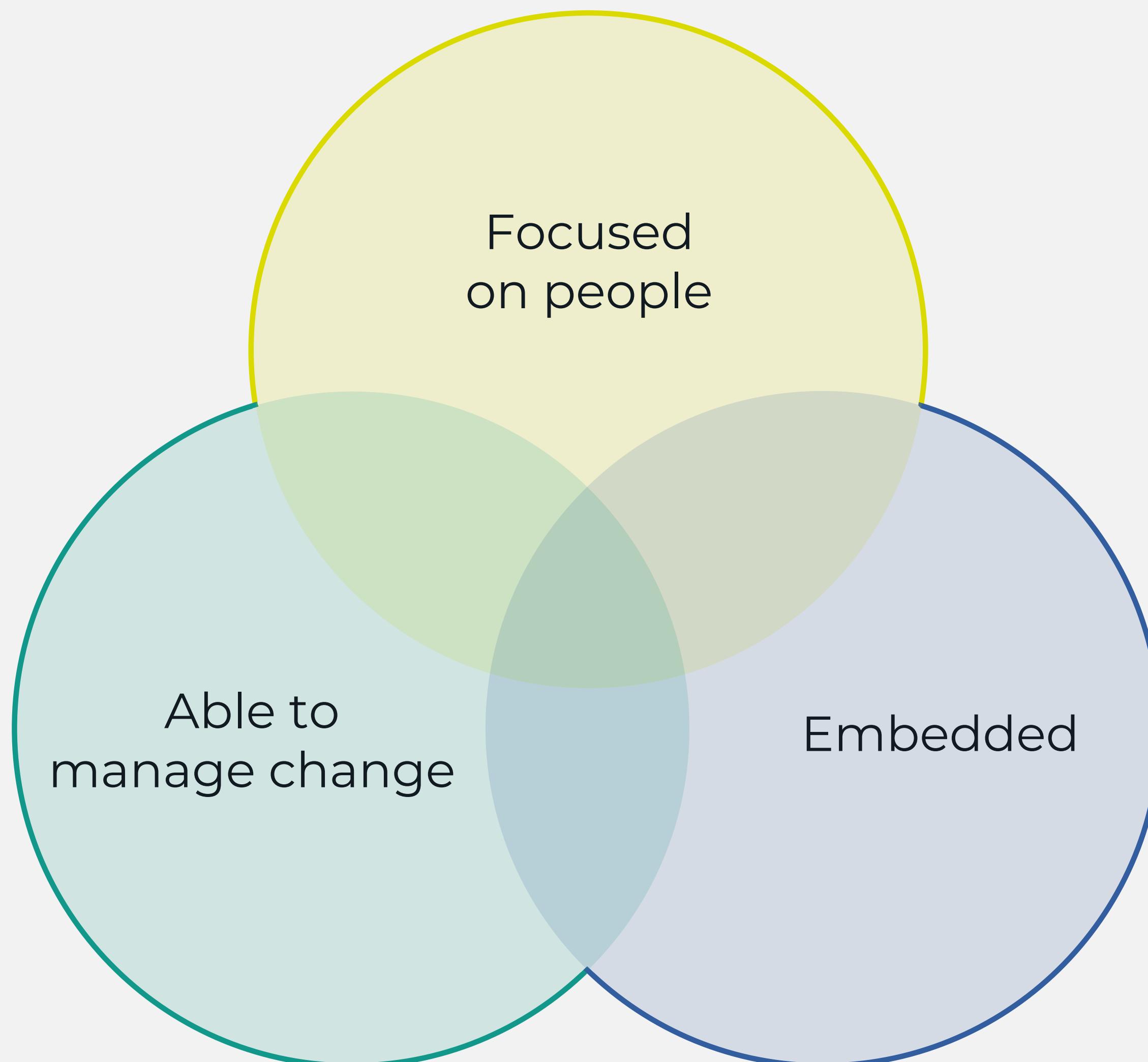
Foster trust and create a supportive environment for all levels.

Empower each other to influence positive change.

When people are aware of the need for change and receive supports throughout, we gain an increased commitment to our organization and our success.

# GUIDING PRINCIPLES

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**CRNA** College of Registered  
Nurses of Alberta