

Making Change Work... ...while the work keeps changing

How Change Architects lead and manage organizational change

How do we make change work?



88%
77%
74%

believe a major focus over the next five years will be to make organizations more customer-centric. Of organizations confirm that a major objective over the next 5 years will be to further integrate processes and technologies on a global scale. Of respondents said that individuals in their organization are not fully prepared to adapt to an increasingly digital work environment.

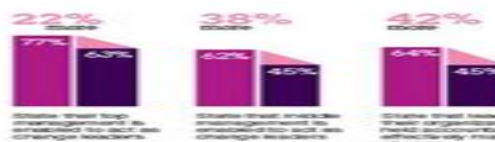
This poses a significant disconnect between the desire of leaders to embrace these shifts and their organizations' ability to do so.

The ability to anticipate, manage and capitalize on pervasive change is often the difference between market leadership and extinction.

Only 20% of respondents are considered successful in managing change. These Change Architects are more successful at dynamically managing projects and know how drive change through key differentiators.

Lead at all levels

Change Architects enable middle management and hold all leaders accountable to drive change



"Change Architects actively engage employees during the ongoing change process."

"Change Architects take advantage of multiple communication channels and seek collaboration across the entire organization."



Make change matter

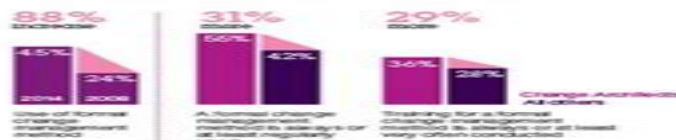
Highly successful organizations include measures for change progress



Achieved as expected benefits or more (50% and up) Achieved less than expected benefits (less than 50%)

Build the muscle

Change Architects are more likely to leverage a formal change management approach and train others to use formal methods



"Change Architects use social approaches not only to communicate better with their customers, but also to drive change within their organizations."

"Change Architects systematically build enterprise-wide change capabilities."

Is your organization a Change Architect?

Kick-start your thinking now...

Do leaders, managers and employees in your organization have sufficient change capabilities, methods, tools and skills to manage your organization's transformation agenda?

Do leaders in your organization assign resources to organizational change activities on projects and initiatives?

Do leaders in your organization understand the importance of change-leadership on projects and serve as role models day-to-day?

...to mature through the 5 stages of effectively managing change



To learn how Change Architects lead and manage change, visit ibm.com/gbs/makingchangework

Making Change Work

LL Leslie



Making Change Work:

This book delves into Making Change Work. Making Change Work is a vital topic that needs to be grasped by everyone, ranging from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Making Change Work, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:

- Chapter 1: Introduction to Making Change Work
- Chapter 2: Essential Elements of Making Change Work
- Chapter 3: Making Change Work in Everyday Life
- Chapter 4: Making Change Work in Specific Contexts
- Chapter 5: Conclusion

2. In chapter 1, this book will provide an overview of Making Change Work. The first chapter will explore what Making Change Work is, why Making Change Work is vital, and how to effectively learn about Making Change Work.
3. In chapter 2, this book will delve into the foundational concepts of Making Change Work. The second chapter will elucidate the essential principles that must be understood to grasp Making Change Work in its entirety.
4. In chapter 3, the author will examine the practical applications of Making Change Work in daily life. This chapter will showcase real-world examples of how Making Change Work can be effectively utilized in everyday scenarios.
5. In chapter 4, this book will scrutinize the relevance of Making Change Work in specific contexts. This chapter will explore how Making Change Work is applied in specialized fields, such as education, business, and technology.
6. In chapter 5, the author will draw a conclusion about Making Change Work. The final chapter will summarize the key points that have been discussed throughout the book.

This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Making Change Work.

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