

# MANAGING COMPLEX ORGANIZATIONAL CHANGE

**VISION** Ability of staff and leadership to think strategically rather than tactically; regularly engage in generative discussions.

**SKILLS** Breadth of experience, expertise, talents, and knowledge necessary to effectively and successfully execute and adopt change.

**INCENTIVES** Level of enthusiasm, vested interest, and energy of key leaders; clear belief in the benefits of planning and thinking strategically; embrace the value of paradigm shifts to create and maintain organizational relevancy.

**RESOURCES** Financially sound operations; emphasis on leadership recruitment and development; good stewards of capital assets; strong relationships with key stakeholders; effective financial development plan; comprehensive knowledge and enablement plan for splatter groups.

**ACTION PLAN** Develop sound implementation strategies and tactics; establish measurable expected outcomes and impact; named accountable Executive sponsor; level of individual and group accountability to achieve established goals; proven results from past strategic plans or significant projects.

