

# Change Reinforcement Checklist

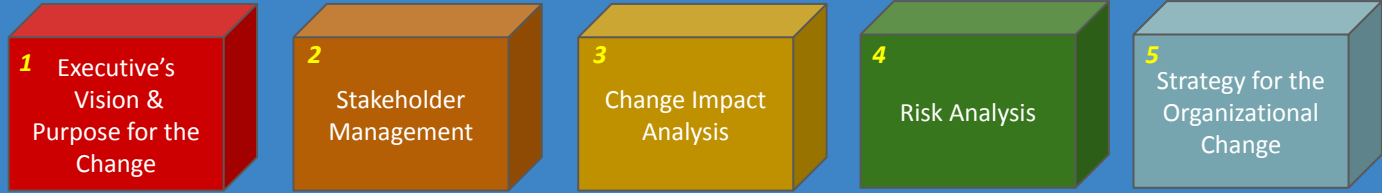
Soundstep Consulting Services' Organizational Change Management Framework (OCMF-13) for Major Transformation Programs

*Simplicity and Clarity*

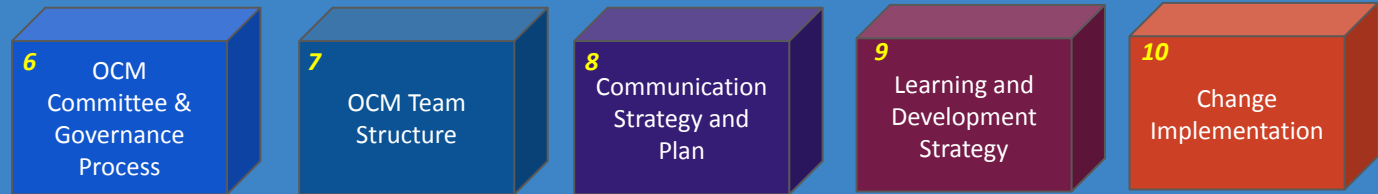


# The 13 Components of the SoundStep Consulting Services' Organizational Change Management Framework (OCMF-13)

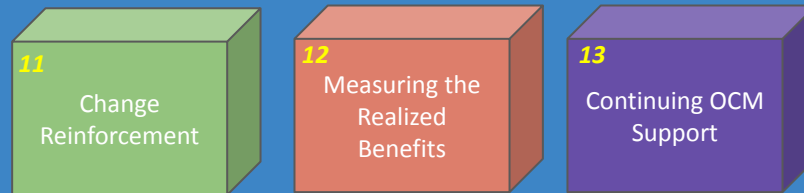
## Plan

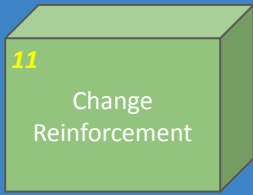


## Sow



## Reap





# Change Reinforcement Checklist

1. Has formal Change Reinforcement Strategy and plan to implement organizational change reinforcement workshops that will help ensure that all employees impacted by the Program and the OCM activities continue to be successful in their new roles and ways of working been created?.
2. Has an analysis of the differences between the Expected Outcomes of the organizational change management activities and the Actual Outcomes (aka gap analysis) been conducted?
3. Have formal and informal surveys to obtain feedback on how the impacted employees are coping with the changes been carried out?
4. Was a Change Reinforcement Strategy for gaps closure including addressing employees' issues & concerns been created?
5. Does the Change Reinforcement Strategy and plan include the a schedule for the Change Reinforcement meetings and workshops that will be conducted?
6. Have the success criteria been defined for the Change Reinforcement activities?



*Simplicity and Clarity*



# Thank You!

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