



# Strategy for the Organizational Change Checklist

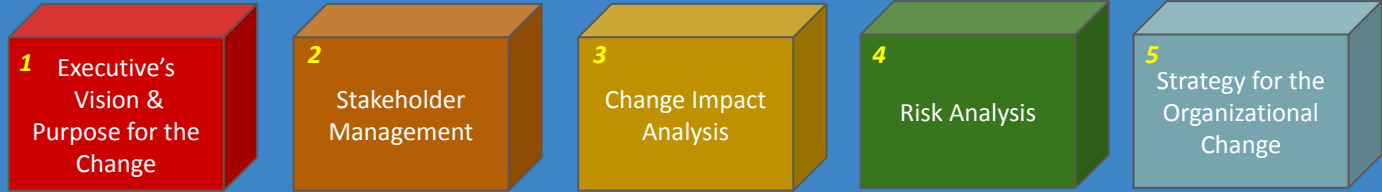
Soundstep Consulting Services' Organizational Change Management Framework (OCMF-13) for Major Transformation Programs

*Simplicity and Clarity*

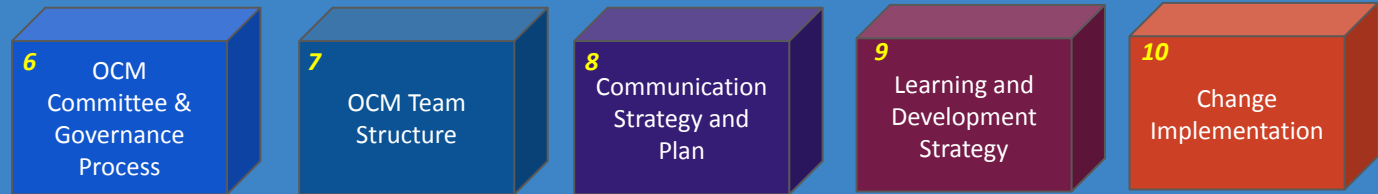


# The 13 Components of the SoundStep Consulting Services' Organizational Change Management Framework (OCMF-13)

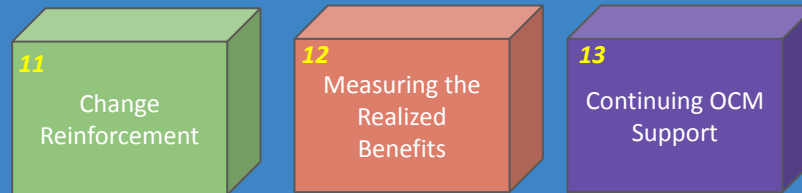
## Plan

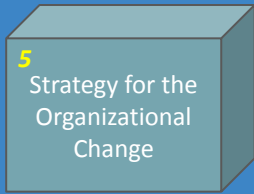


## Sow



## Reap





# Strategy for the Organizational Change Checklist

1. Has a single, holistic, and comprehensive OCM Strategy document been prepared to enable the successful implementation of the Organizational Changes required to make the Program successful?
2. Was the OCM Strategy jointly created by Stakeholders, Program Team leaders, and the Organizational Change Management (OCM) team?
3. Have all the Stakeholders, Program Team leaders, and OCM Team leaders come to final decisions and agreements on the following?
  - Program Description
  - Rationale/Impetus and Call to Action for organizational change
  - Scope, Benefits and Risks
  - The OCM framework and methodology that will be utilized
  - The OCM plan and timeline
  - The Program Sponsor(s) who must visibly sponsor, promote and support the Program and the OCM
  - Summary of organization changes and new ways of working
  - The incentives, and rewards/recognition for individuals and teams
  - Human and Financial resources requirements
  - Summarizations for Executives and Board Members approval
4. Have all Stakeholders, Program and OCM Team leaders formally signed off on the OCM Strategy?
5. Have all Stakeholders, Program and OCM Team leaders participated in creating the necessary communications materials to be able to share the OCM Strategy across the company?



*Simplicity and Clarity*



# Thank You!

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