



Project Management center for excellence



A.J. CLARK SCHOOL OF ENGINEERING Civil & Environmental Engineering Department

WHAT TO EXPECT WHEN YOU'RE EXPECTING...A MAJOR ORGANIZATIONAL CHANGE

Amanda Arriaga & Jessica Ballew 2017 Project Management Symposium

*The Pregnancy Cycle

The First The Second The Third Pre-Post-Delivery Pregnancy Trimester Trimester **Trimester Partum** Getting Getting Getting The Twinkle The Ready Ready Ready Baby in Your Due for the for the for the has Eye Date Baby Baby Baby Arrived

* Twinkle in Your Eye: Identify the need for change

- * "My child will win the Nobel Prize"
- * "This change will revolutionize the company"
- *Idealistic Vision for the change
- *What can you expect? Reactions to the change, both positive and negative.

*Get Ready for the Change: Getting Buy In

- *Stakeholders Who will be affected?
- *Communication Socialize the change
- *Change Agents Who are your advocates?
- *Response Plan Why do most organizational changes fail?

*The Due Date: Implementing the Change

- *Timing is everything -- Is your "go" bag ready?
- *Is the timing based on internal or external factors?
- *Does everyone understand their role and how the change impacts their role?

*Post Change Depression: Review the Impact

- *How does a sibling react to a new baby?
 - * "Everything was just fine until you came along."
- *How do the parents respond?
 - *Excitement
 - *Joy
 - *Stress
- *Capture these perspectives and insights

*Post Change Acceptance: Review the Impact

- *What did you feel?
- *What did you expect?
- *What did you wonder about?
- *How can we get back in shape and do this better next time?

*Conclusion

Pre-Change

Identify

- Stakeholders
- Information Sources

Identify Network

Enlist

- Advocates
- Executive Sponsorship

Get Prepared

Plan

- Roadmap
- Communications
- Response

Delivery

Implement

- Change
- Response Plan

Post-Change

Evaluate

- Successes
- Lessons Learned
- Opportunities

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