



PROJECT MANAGEMENT CENTER FOR EXCELLENCE

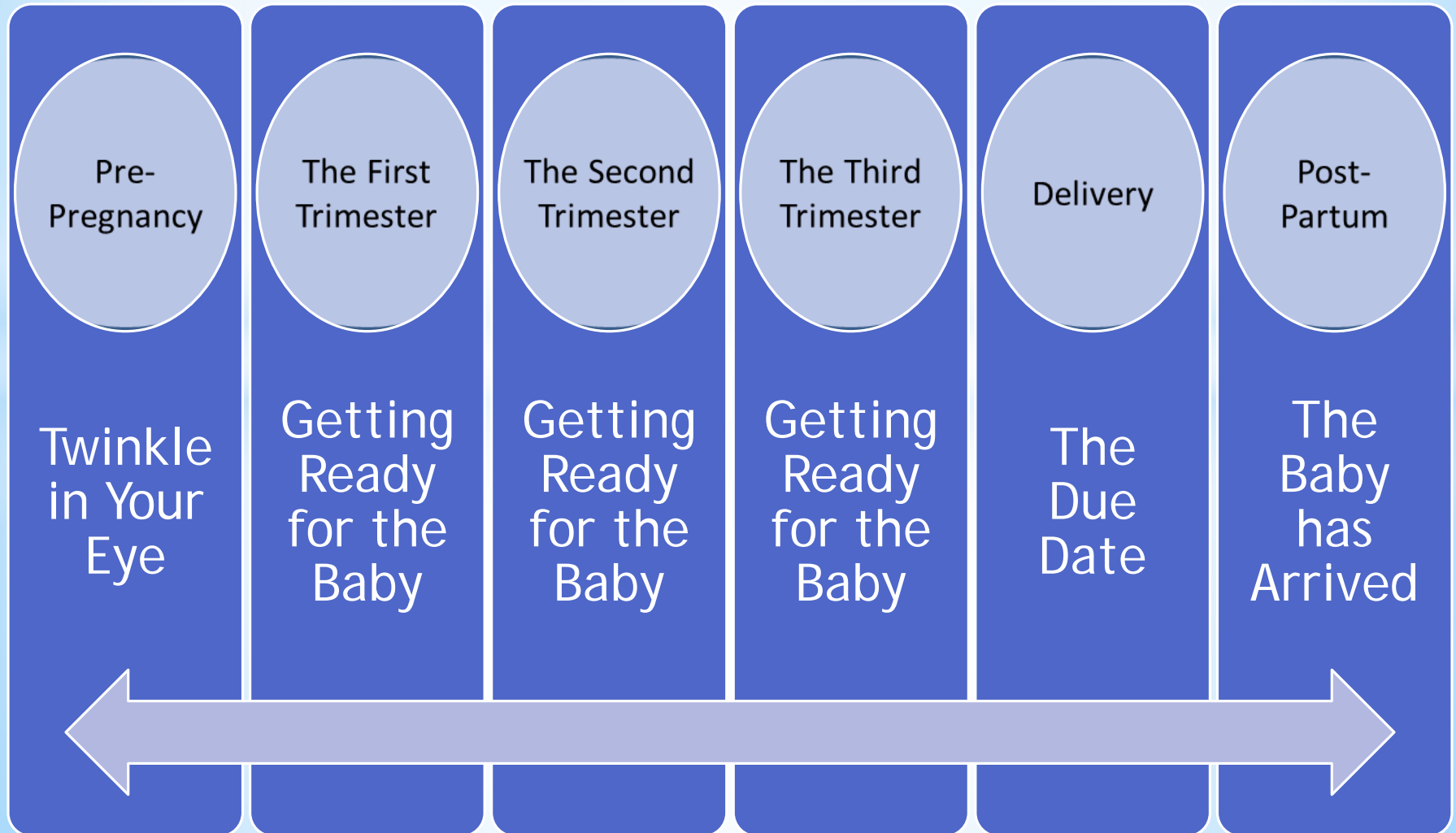
A.J. CLARK SCHOOL OF ENGINEERING
Civil & Environmental Engineering Department



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

Amanda Arriaga & Jessica Ballew
2017 Project Management Symposium

*The Pregnancy Cycle



* 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?

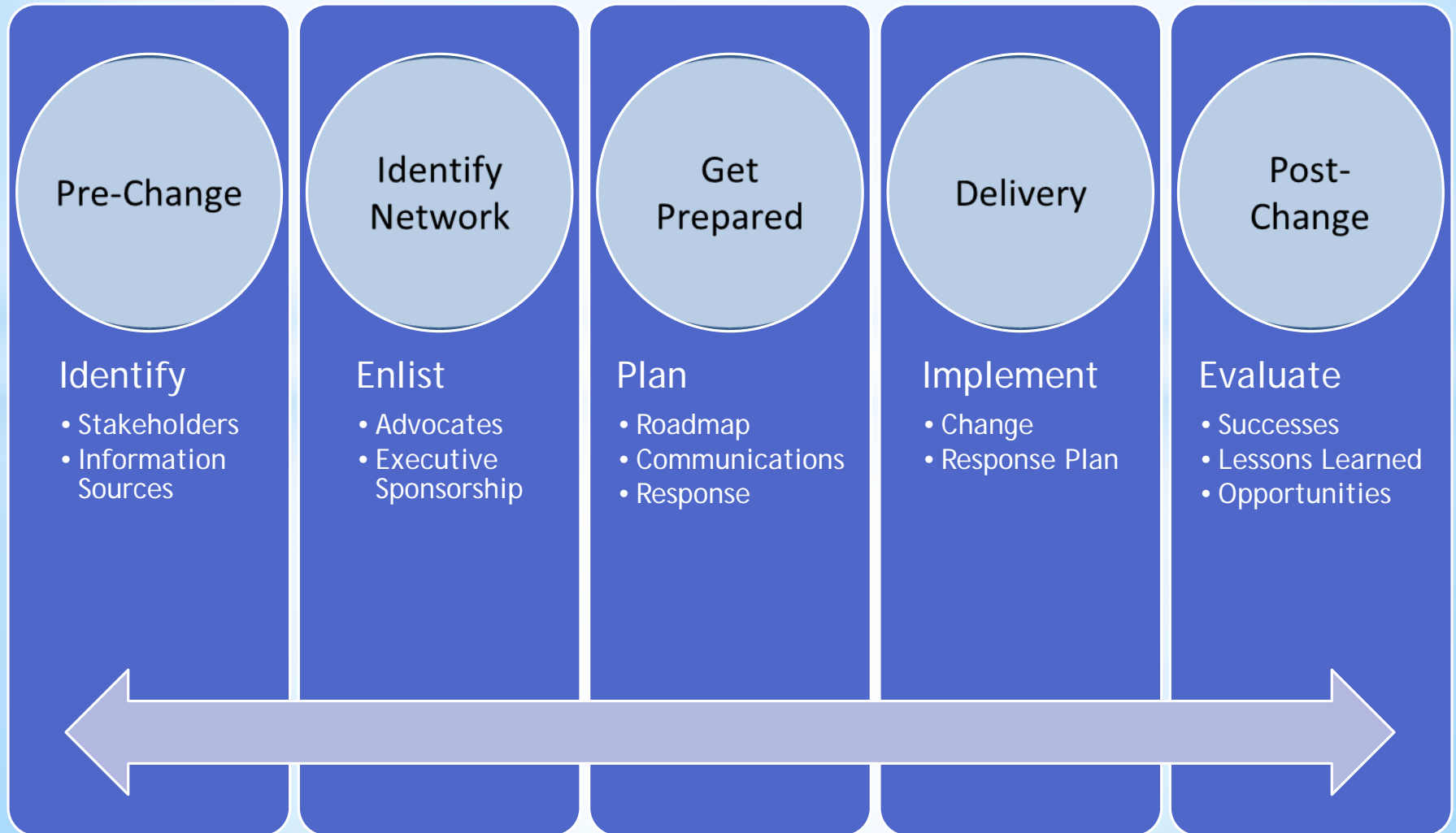
* Post Change Depression: Review the Impact

- * 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



* Contact Info

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