A Blueprint for Change Management

The DESIRED Situation
(Expressed as a specific objective)

10. How do we measure the results of the change?
9. What resources will be needed to implement the change?
8. Who (informal leaders) needs to be involved in planning the change?
7. What is the scheduled timeline for implementing the change? What are the first few steps?
6. What must be done to make the benefits greater than the burdens?
5. What critical factors will support the change?
4. What critical factors will impede the change?
3. How much resistance to the change? Are the benefits of the change greater than the burdens of the change?
2. What are the desired end results of the project deliverable (the change)? Why the change?
1. How big is the dissatisfaction with the gap?

The PRESENT Situation

David Antonioni, 2002, University of Wisconsin-Madison, uwprojectmanagement.com