



# Change Management Road Map (questions to ask, answers to investigate)

What are my answers to these questions?

What are my options?

- 1) Do nothing?
- 2) Do the same?
- 3) Do the same faster?
- 4) Do something different?

**Are we/ Am I doing the right things?**

**Are we/ Am I doing things right?**

What is our destination?



How will we know when we've arrived?

What are the milestones?  
Where are they?



**How painful is this going to be?**  
**Is the pain worth the gain?**

What are the opportunities and shortcuts?



Who will make it?  
Who won't?

How do we feel?

**Is my current strategy working/ Am I winning or losing?**

**What's my compelling scoreboard?**

What are the risks and pitfalls?



**What would I do if I wasn't afraid?**

How will we get there?  
What must we learn?  
What must we unlearn?

What is foremost in my mind/pressing?



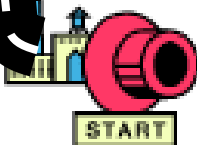
**Why should I be here?**

**Where is my Plimsoll line?**

Who are we?  
 Why are we here?  
 What is important to us?/ What matters most?  
 Where are we today? What are our perspectives of the organisation/culture?  
 Where are we going?  
 What do we want to become?

**What magic do we want to hold on to?**  
**What baggage should we drop?**

What happens if I stay put?



**How are others answering these questions?**

What are my team's/ the organisation's answers to these questions?