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

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 do we feel?
Who will make it?
Who won’t?

What would I do if I wasn’t afraid?
How will we get there?
What must we learn?
What must we unlearn?

Why should I be here?
Where is my Plimsoll line?

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

What happens if I stay put?

What is foremost in my mind/pressing?

Is my current strategy working/ Am I winning or losing?
What’s my compelling scoreboard?

What are the opportunities and shortcuts?

What are the risks and pitfalls?

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

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

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

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 are my answers to these questions?
How painful is this going to be?
Is the pain worth the gain?

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