



Assess your Organisational Readiness

External Drivers for Change	Yes	No	Unsure
Does your organisation need to find faster, cheaper and better quality ways of meeting customer needs?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is there a change in technology or a new factory, which requires a refocus on the organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Indicators of Organisational Readiness	Yes	No	Unsure
Does everyone, not only management, accept the need for change?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is management ready to encourage openness, reflectivity and accept error and uncertainty?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are workers ready to become responsible for their actions and the actions of their team?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have an overall strategy with clear, well defined goals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have a recent history of positive and improving labour relations?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is management demonstrating flexibility and a willingness to implement empowerment processes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is management able to stick with a process?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have strong management teams at local levels?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have an effective pay for performance or skill-based compensation system?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does management involve the workforce in strategic planning, training or multi-level problem solving?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Internal Indicators of the Need to Change	Yes	No	Unsure
Do your employees seem unmotivated or uninterested in their work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your workforce lack the skill and knowledge to adjust to new jobs?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you seem to be the only one to come up with all the ideas?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your workforce simply follow orders?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do your teams argue constantly and lack real productivity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do your teams lack communication between each other?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When the "guru" is off do things get put on hold?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you always the last to hear about problems?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you the first to hear about customer complaints?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do the same problems occur over and over?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Indicators of a Lack of Organisational Readiness	Yes	No	Unsure
Is there a continuing history of management-labour strife?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has your organisation undergone a recent downsizing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does top management lack the ability to stay focused on a change process to see the results?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are the local top managers known by the workforce to be unsupportive of employee involvement?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are there strong objections by corporate headquarters to allocating full estimated resources?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is the human resources department weak or non-supportive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you answered "yes" to the majority of the "**External Drivers for Change**" and "**Indicators of Organisational Readiness**" questions, then you are ready to consider the change. It is a good idea when you develop your change strategy to develop plans for turning the "no" answers into "yes".

If you answered "yes" to the majority of the "**Internal Indicators of the Need to Change**" then it is critical that you make some changes, as you will find it difficult to remain competitive in today's marketplace.

If you answered "yes" to the majority of the "**Indicators of a Lack of Organisational Readiness**", then you have some major barriers to overcome before you are ready to consider any change. It is a good idea when you develop your change strategy to develop plans for turning the "yes" answers into "no".