

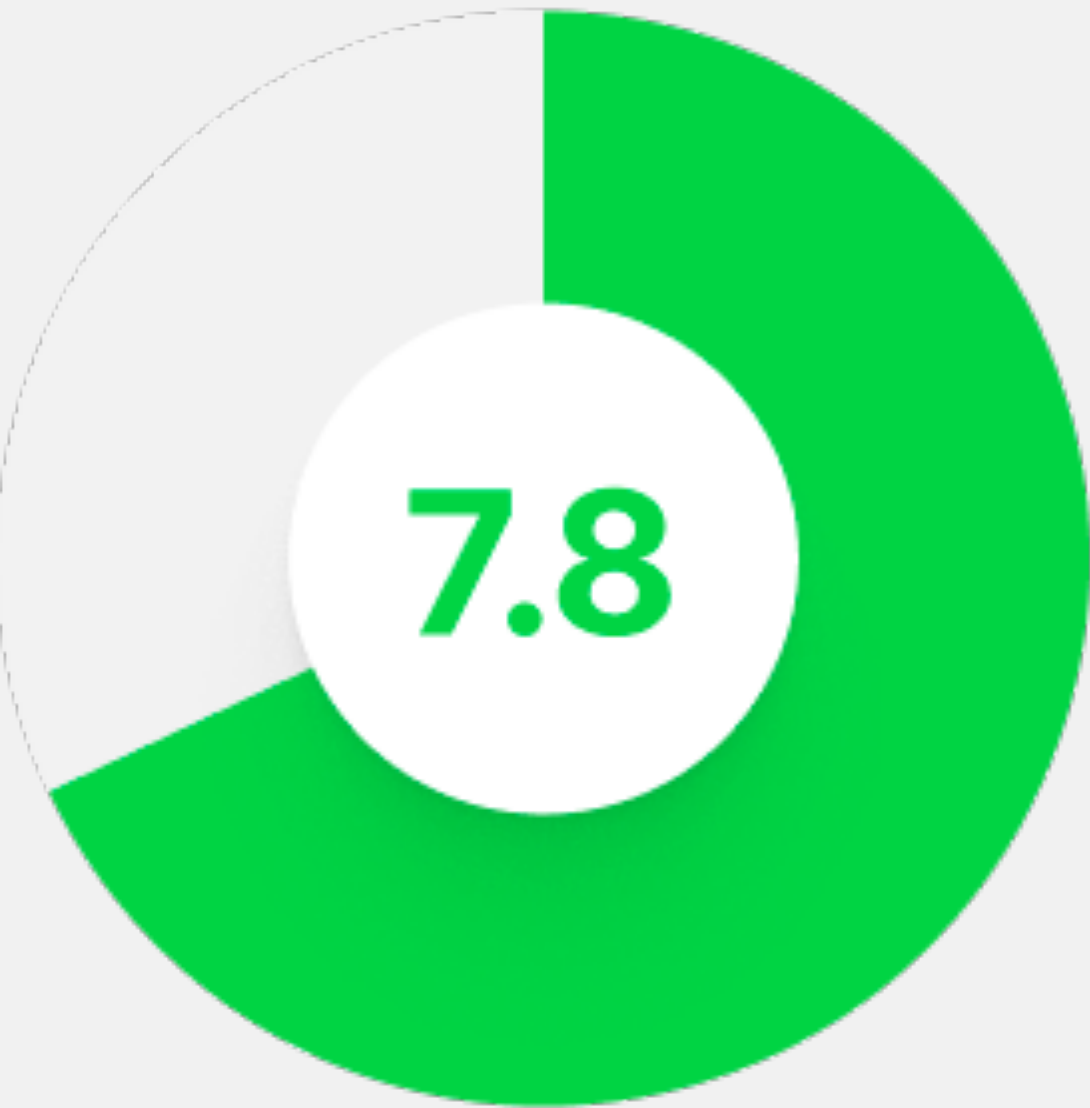
Change Management Report

February 2023

Change Management – Status Update

- The Transformational Change seems to overall be moving in the right direction, although both strengths and weaknesses are identified. You should consider identifying ways to allocate more resources in the specific action areas covered.
- Good participation rate, suggesting employees are generally invested and care about the transformational change happening!

Your Change Status is



Number of employees

461 / 470 (80%)



Time Period

15 January 2023 – 30 January 2023



Method

Transformational Change



Evaluation Scale

1
Low Score



10
High Score

Change Readiness



Most Noticeable Action Areas related to change

Actions areas where you are doing well

Health indicator area	Action area	Mean score	Frequency distribution
			<div><div></div><div></div><div></div></div> <div>1.0-3.94.0-6.97.0-10</div>
Daily Job	Job Meaningfulness	8.3	<div><div></div><div></div><div></div></div>
Relationships	Team Atmosphere	8.8	<div><div></div><div></div><div></div></div>
Leadership	Leadership Support	8.4	<div><div></div><div></div><div></div></div>

Actions areas that can be improved

Health indicator area	Action area	Mean score	Frequency distribution
			<div><div></div><div></div><div></div></div> <div>1.0-3.94.0-6.97.0-10</div>
Organization	Leadership support	6.7	<div><div></div><div></div><div></div></div>
Organization	Role Clarity	6.8	<div><div></div><div></div><div></div></div>
Daily Job	Change Communication	6.1	<div><div></div><div></div><div></div></div>



Examining Selected Action areas

- Overall, some employees within specific departments is having difficulties understanding their new role
- Administration reports lower support from leader in managing the change relative to other departments.

Departments	Participation	Role Clarity	Change Communication	Change Satisfaction	Management Trust	Leadership support
All	461 / 470	7.7	7.9	7.7	8.0	7.6
Administration	40 / 41	7.3	7.6	7.4	7.7	6.8
Management	10 / 11	9.3	9.1	8.7	9.5	9.3
Front-line	63 / 63	7.1	7.1	7.6	7.9	7.2
HR	167 / 171	8.2	8.3	8.0	8.3	7.9
Sales	33 / 33	5.8	6.8	6.4	7.1	7.0
Marketing	81 / 82	7.8	8.1	8.2	8.0	8.0

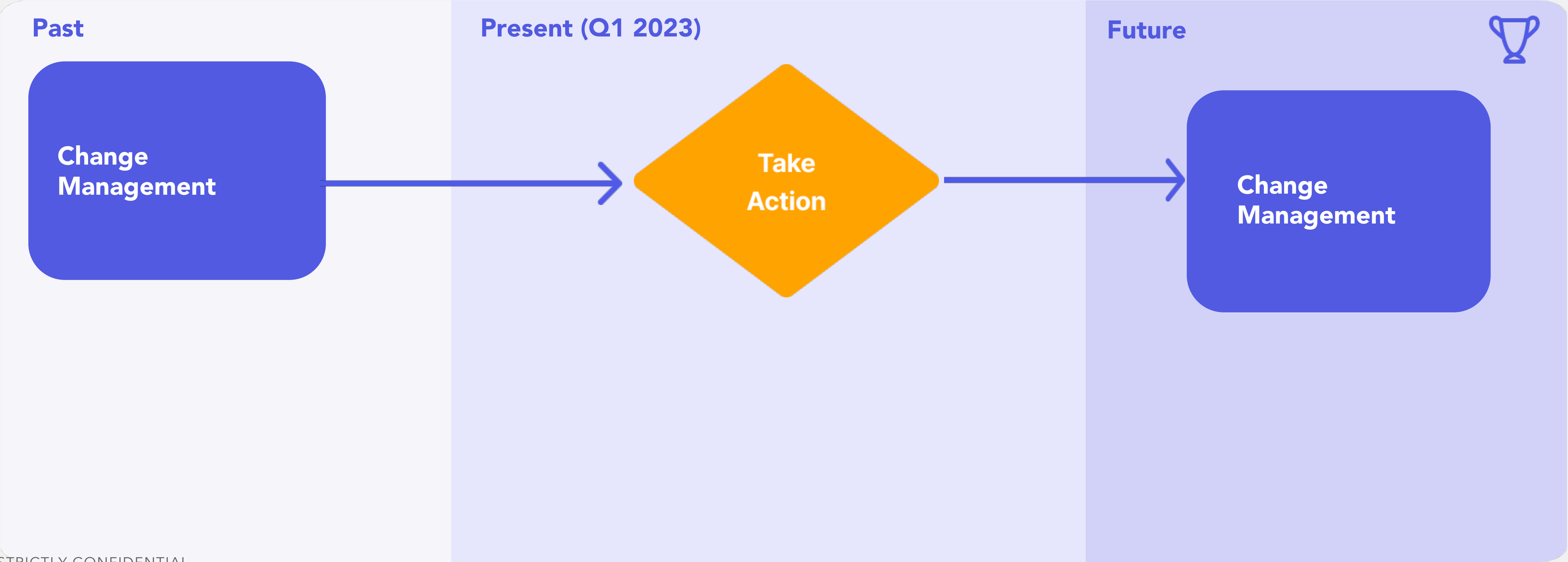


Next Steps

We would recommend the following steps:

Present: **Take Action** related to Job Insecurity and Role clarity to help accelerate the Change Process.

Future: **Continue tracking the Change Transformation** over time, including evaluating the impact on the actions taken.



Metrics (Snapshot of questions surveyed)

Readiness for Change

Improvement of Change

The changes will improve how we work.

Contribution to the Change

I am willing to make a significant contribution to ensure the change is going well.

Satisfaction with Change

Taking everything into consideration, I am satisfied with the changes happening in the company.

Daily Job

Role Clarity

I fully understand my new areas of responsibility.

Emotion Management

I can manage any emotional impact related to the change.