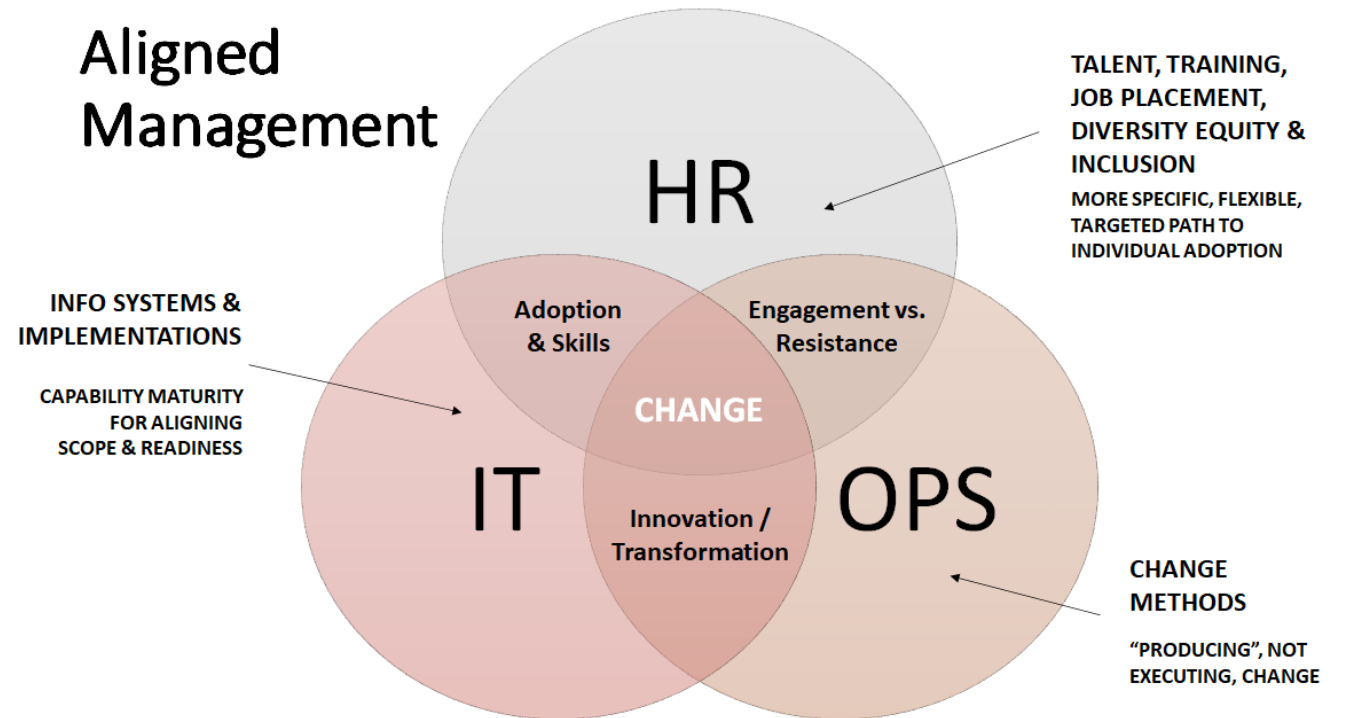# Building for Change, within the Organization

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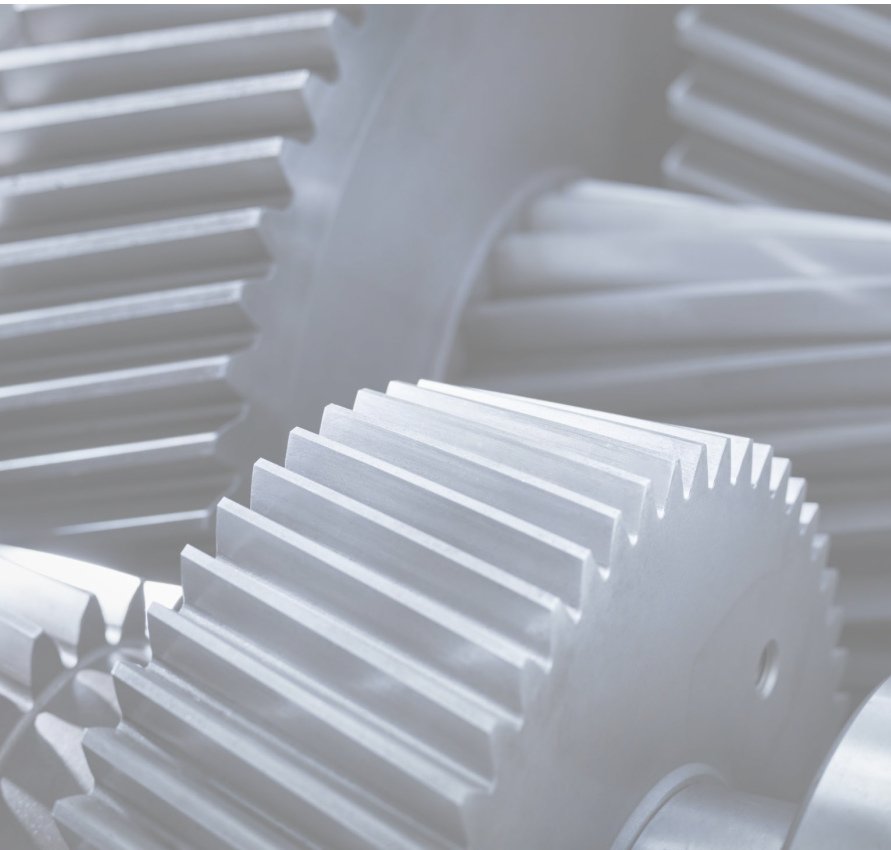
As critical advisors to Change Management, HR, IT and Operations should show how enabling those roles can be done from the current state of affairs – going from assessment, to strategy, to engagement, to modeling the updated or new organization for producing change.

Aligned Management

TALENT, TRAINING, JOB PLACEMENT, DIVERSITY EQUITY & INCLUSION

MORE SPECIFIC, FLEXIBLE, TARGETED PATH TO INDIVIDUAL ADOPTION

INFO SYSTEMS & IMPLEMENTATIONS

CAPABILITY MATURITY FOR ALIGNING SCOPE & READINESS

HR

Adoption & Skills

Engagement vs. Resistance

CHANGE

Innovation / Transformation

IT

OPS

CHANGE METHODS

"PRODUCING", NOT EXECUTING, CHANGE

Management Impacts on Change Enablement

HR can develop and *use a knowledgebase that provides "transparency"* on the how an employee's **motives, opportunity and means** apply to effective role influence that drives relevant sustained co-operation recognized and modeled as the managed change.

IT can develop and *sustain the competencies required for the employee's discretionary intentions in work.* That support must target how an employee's **motives, opportunity and means** apply to effective role influence. The influence drives relevant sustained co-operation recognized and modeled as the managed change.

Operations managers can *assure that cooperative roles are supported by the work.* That support must target how an employee's **motives, opportunity and means** apply to effective role influence. The influence drives relevant sustained co-operation recognized and modeled as the managed change.

HR Impacts on Change Enablement

HR can develop and *use a knowledge base that provides "transparency"* on the how an employee's **motives, opportunity and means** apply to effective role influence that drives relevant sustained co-operation recognized and modeled as the managed change.

HR's influence on People "Performance" combines that transparency with the ongoing support of goals for talent, training, job placement, and DEI.

The result is a more specific, targeted, flexible, individualized path to adoption.

IT Impacts on Change Enablement

IT can develop and *sustain the competencies required for the employee's discretionary intentions in work.* That support must target how an employee's **motives, opportunity and means** apply to effective role influence. The influence drives relevant sustained co-operation recognized and modeled as the managed change.
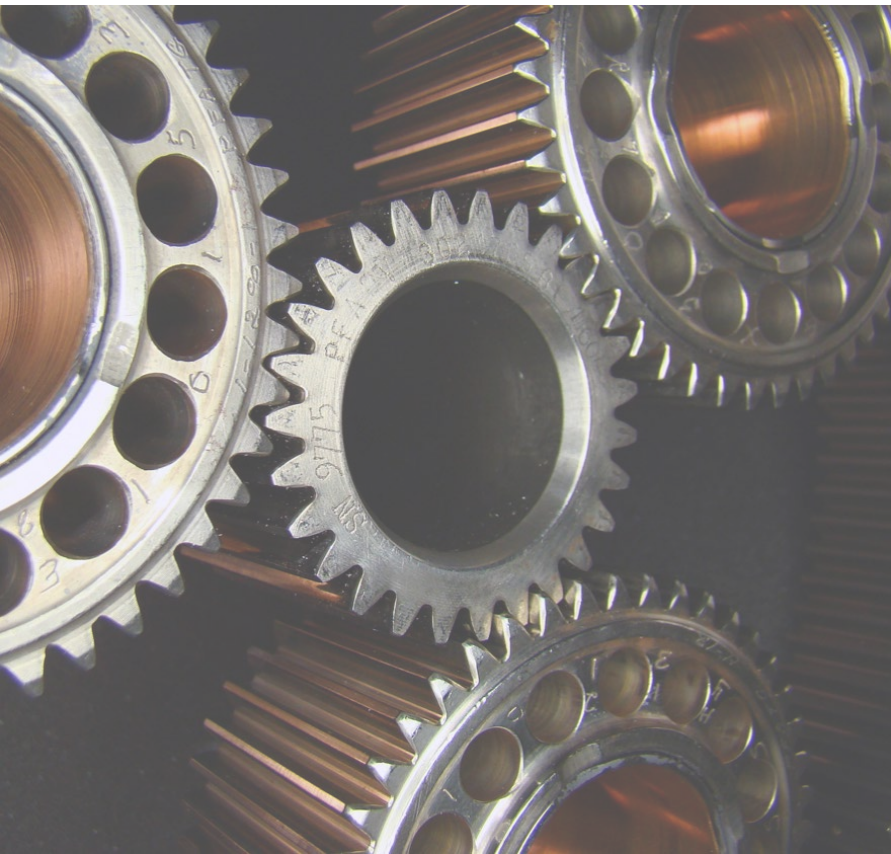
IT's influence on Process Automation incorporates the key requirements of cooperative competencies into the designs of info systems and implementations.

In aligning scope & readiness, Capability Maturity becomes and remains explicit as an objective for agility and adoption.

OPS Impacts on Change Enablement

Operations managers can *assure that cooperative roles are supported by the work.* That support must target how an employee's **motives, opportunity and means** apply to effective role influence. The influence drives relevant sustained co-operation recognized and modeled as the managed change.

Operations managers exert most of the influence on whether individuals identify roles and responsibilities as being a good way of generating valuable results.

In work environments where response to frequent change is the ongoing norm, work methods - whether programs, projects or other - equally target the production of beneficial cost and beneficial value in an opportunity to change.

Built for change,
with ChangeBridge
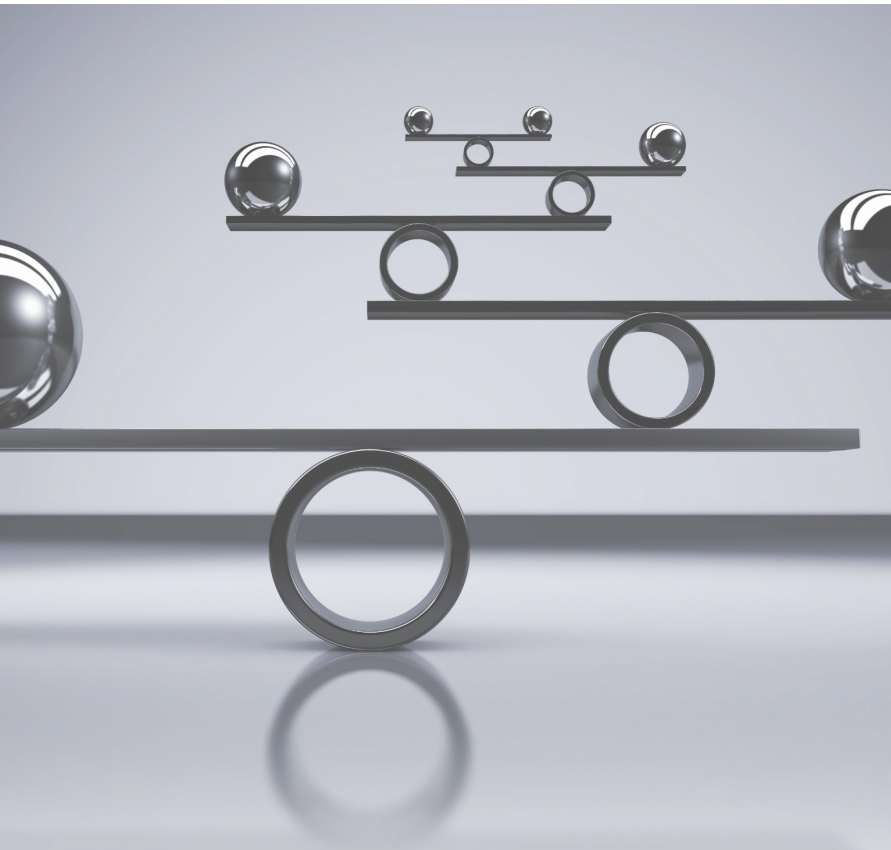
As an advisor to HR, IT and Operations, ChangeBridge helps identify, model, and campaign the connections that align the value of change to the business and to the employee.

ChangeBridge offers an initial complimentary meeting, to get an insider's view of successful change enablement customized for you. To set up this meeting, visit:

https://www.changebridge.co/intro-profile