

STRATEGIC AND CHANGE MANAGEMENT



Readiness for change in high-performing VET organisations

Ann Brewer (*Change Management, Strategies for Australian Organisations*, 1995, pp.44-47) sets out the following and other questions as a basis for an analysis of the readiness for change in your organisation.

Consider the following questions in relation to your own, proposed change activities this year:

1. How have past changes been carried out in your organisation?

2. What were the after-effects of the changes?

3. What are the various ways in which your staff act when confronted with planned change?

4. Why has the particular change strategy been selected for this project?

5. What are likely to be regarded as the potential losses and expected gains from the change?

6. What is your perception of the current and expected organisational structure?



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7. Who will benefit from the change?

8. What fears and expectations will be triggered by the change?

9. How will existing staff fit with the new organisation?

10. How will the new design fit with staff values and beliefs?

11. How will the new design influence the tone and operating style of the organisation?

12. What is the extent to which expected gains outweigh losses?

13. What barriers face this change?
