Change Readiness Gauge®

MEASURING CHANGE AGILITY

"This is an amazing tool for understanding an organization's strengths and challenges prior to implementing any change or new initiative! You can accelerate the success of your change initiatives by using the Change Readiness Gauge to create a comprehensive change implementation strategy that works."

Dawn Holzer
Principal
Pathway Leadership Consulting

Change Readiness Gauge™ is an organizational assessment tool that measures the readiness for change. It is based on a model that considers change that is planned and change that arrives unexpectedly. It also includes factors that focus on change capacity and on mechanisms (systems and structures) that support change. Developing readiness for change may be the single most important factor in the longterm sustainability of an organization.

DLi Discovery Learning Intl

The Organizational Assessment

The Change Readiness Gauge® poses forty questions that assess an organization's ability to manage change effectively. Effective change is dependent on four primary factors: having awareness of the opportunity, being able to react appropriately, having the capacity to implement and having the mechanisms and structures in place to support needed change. An organizational report presents a circumplex view of the organization's scores on Awareness, Capacity, Reaction and Mechanisms. In addition the report presents a line item mean score and shows the range of the responses. A "Do More/Do Less" result is also presented. The final page of the report includes the Highest and Lowest Scored items for the organization.

With Change Readiness Gauge® organizations will:

▸Assess the organization's ability to search for and see opportunities for renewal and innovation

▸Determine the capability of the organization's leaders to facilitate change

▸Build awareness of how improved change agility can pay off on the bottom line

▸Uncover the organization's ability to react to unexpected changes

▸Analyze goal alignment across organizational functions

▸Assess the organization's ability to integrate change into existing systems

▸Bring focus to accountability for results

▸Discover if reward systems are in place to reinforce desired change behaviors

▸Create awareness of structures and systems that may need improvement to support change

Materials

Online Version (only)

▸Assessment poses 40 assessment items

▸Administered prior to classroom setting

▸Takes 10 to 15 minutes to complete

▸Multiple group reports can be developed based on customized demographics

Certification Provides

▸Downloadable Facilitator Guide

▸Downloadable Powerpoints

▸Online Webinar

▸Online Assessment Center Tutorial

▸Master Trainer Conferencing

▸Access to DLI's Online Assessment Center

Change Readiness Gauge® works well with:

Change Style Indicator®
Paper Planes, Inc.®