The Six Step Process for low threshold change in organizations

Reflect on these questions before *you start a change process in your organization – fill out the form collectively*

0. Aim and measuring (point of departure)

a) What do we want to achieve?

b) How do we find out if it works?

1. Involvement (all in)

a) How will employees be involved?

2. Information (awareness)

a) How do we get everyone on board? (reasoning)

b) What knowledge do we have that supports the chosen aim?

3. Enablers (identify motivation, technology needs, concepts and knowledge)

a) What is the intrinsic and extrinsic motivation for

Employees:

Managers:

Others:

b) What do we need to facilitate this change, in terms of

New and existing knowledge:

Technology/software:

Metaphors/definitions:

Ways of organizing:

4. Testing (application & actualization)

a) How long do we test for and how do we identify the need for adjustment? (who is involved?)

5. Adjusting (appropriation)

a) How do we know that this has become a taken-for-granted practice in the organization?

b) How do we adjust what is not optimal?

6. Adaptation (new information, measuring and awarding to secure the changes)

a) What do the employees need to know, to enable appropriation and even stronger results? (conversations on individual performance)

b) How will employees be informed, measured and awarded? (internal and external, e.g. prizes)