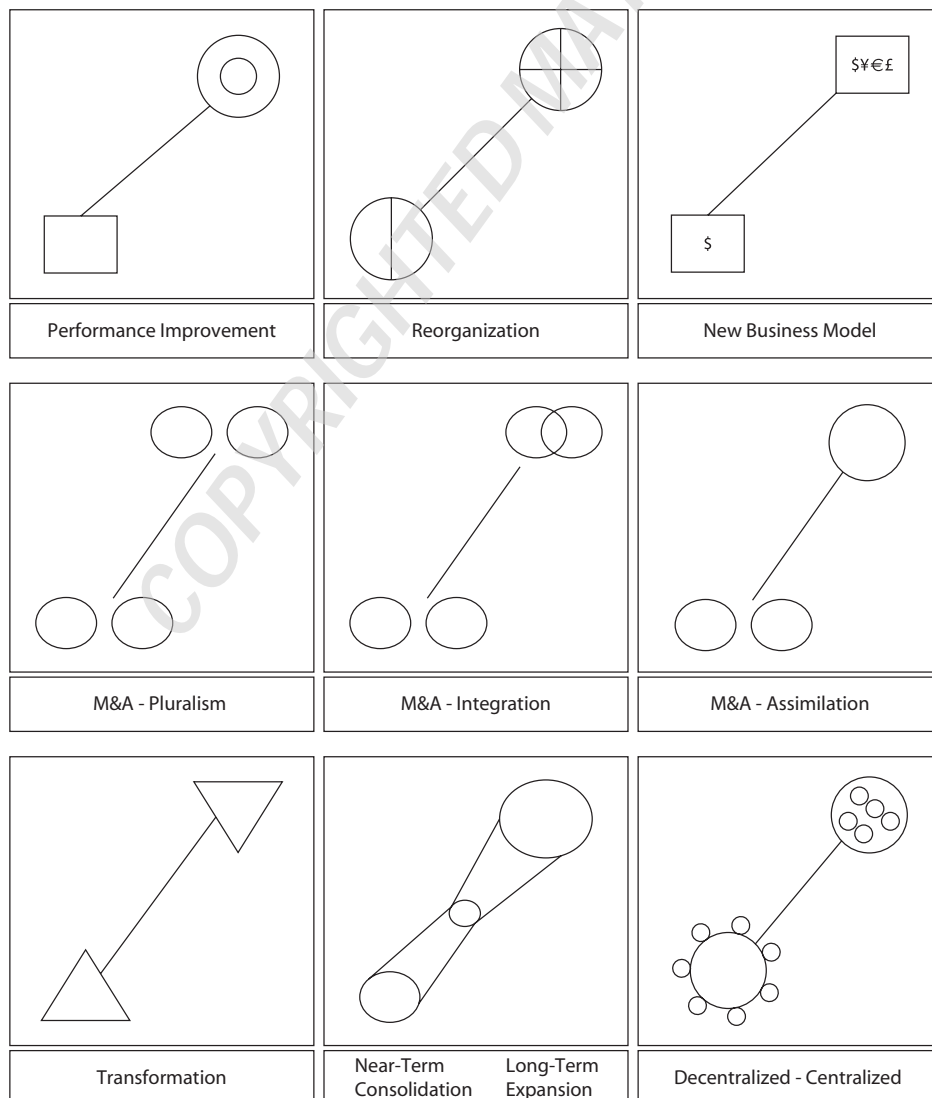


Scenarios

WHAT DOES CHANGE look like? Good question. To answer this, a good place to start is by drawing a visual representation of what you envision the change will look like for your organization.

Take a minute and review the samples below to get an idea of the approach and anticipated outcomes expected from this exercise.

Examples of Typical From-To Change Scenarios

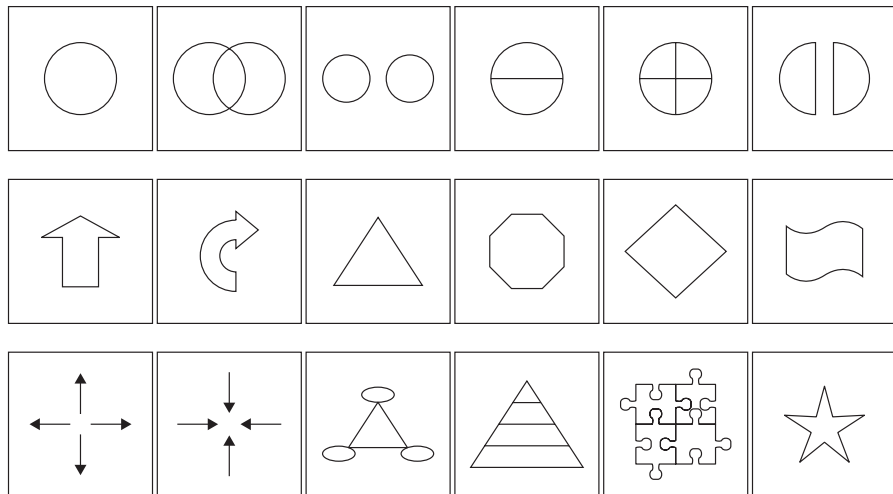


Exercise

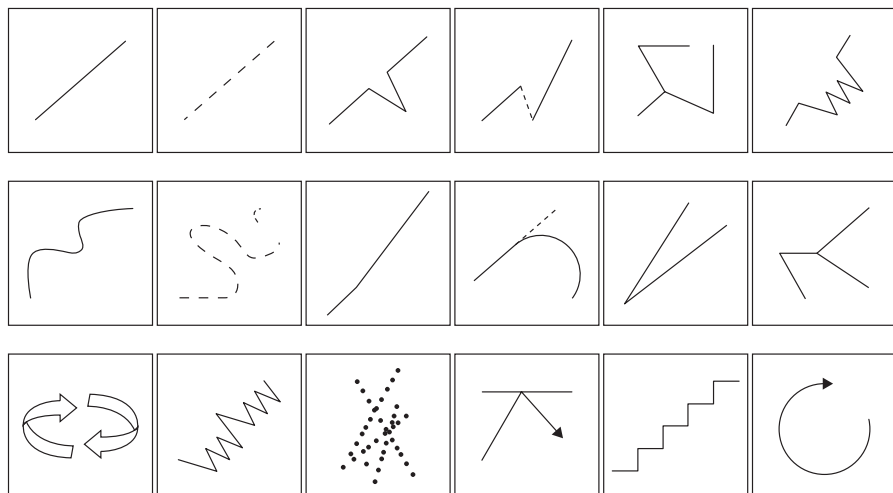
There are four parts to this exercise.

1. First, circle a symbol on the diagram below, or create one of your own, that you feel represents the Present State or “as-is” shape of your organization.
2. Next, circle a symbol, or create one of your own, that you feel represents the Future State or “will-be” shape of your organization.
3. Third, circle a connector, or create one of your own, that you feel represents the path you envision the change initiative will take in your organization.
4. Finally, estimate the duration in number of months you feel it will take your organization to complete the change transition.

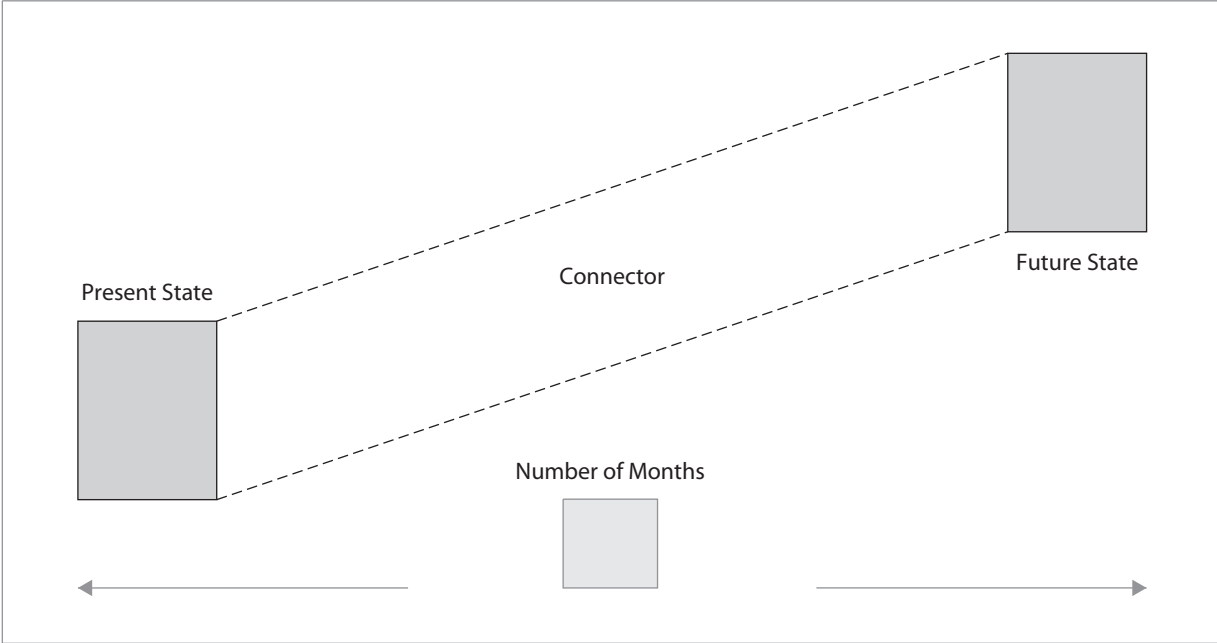
SYMBOLS



CONNECTORS



Enter the symbols and connectors you developed in the space below.



Discussion Questions

What was your thinking and approach to completing this exercise? What influenced the shapes you chose? What does your connector design imply?

What information did you use to complete this exercise that came from senior management's communication concerning the change initiative?

