Change Program Pulse Check

Instructions:
1. Check the box if the program/change management team completed the activity.
2. For each activity completed score it: 3 = thoroughly, 2 = to some extent, 1 = very little.
3. Use the results to drive discussion with the program/change management team: What are our barriers to sustaining change? What actions can we take to improve our ability to sustain change?

Early Successes
- ❑ ___ Are we capturing early successes and quick wins?
- ❑ ___ Are we communicating them to other functions and locations?
- ❑ ___ Are they built into the project plan?
- ❑ ___ Are they linked to larger, longer-term outcomes?

Commitment
- ❑ ___ Is there continued, visible sponsorship that makes an impact?
- ❑ ___ Is there a continuing sense of energy and excitement (e.g., the business continues to let everybody know that the project is important)?
- ❑ ___ Is there sufficient funding to support the ongoing effort?
- ❑ ___ Are leaders committing sufficient time to the effort?

Excitement
- ❑ ___ Is the team demonstrating excitement and enthusiasm?
- ❑ ___ Is the Sponsor maintaining a high level of personal enthusiasm?
- ❑ ___ Is the excitement broadly communicated through words and action?

Resources
- ❑ ___ Are new resource needs being identified in a timely fashion?
- ❑ ___ Are resource allocation decisions reinforcing the initiative's priority?
- ❑ ___ Is the timing of new resource allocation being linked to the implementation plan?

Integration
- ❑ ___ Are the efforts on behalf of the initiative well-integrated with other organizational initiatives?
- ❑ ___ Is there a systemic effort to communicate the relationship of the project to other ongoing initiatives?
- ❑ ___ Is adequate attention being paid to the impact of the initiative on the organization's management processes: staffing, development, rewards, measurements, resource allocation, technology, communications and structure?

Learnings
- ❑ ___ Do "downstream" efforts reflect the benefits from key learnings gained early on?
- ❑ ___ Are project learnings and best practices being shared widely throughout the organization?
- ❑ ___ As a result of project experience, are team members growing in their ability to act as change leaders?
- ❑ ___ Is it likely that another initiative launched by this team would be successful?