

CHANGE NETWORKS

WHAT, WHY, AND CRITICAL SUCCESS FACTORS

- **What is a Change Network?**
 - A cross-functional group of individuals representing the voice of the stakeholder groups involved in the transformational change journey
 - Individuals that provide input to the design of the change solutions and build support for the change throughout design, deployment and sustain phases of the change
 - A group of people whose support and energy are required to influence and sustain the change, and to ultimately support the end user community in achieving business outcomes
- **Why do we need a Change Network?**
 - Increases the probability of successful implementation of a change initiative (ultimate realization of business objectives)
 - Enhances ability to achieve business outcomes and realize value more quickly while minimizing disruption to the business
 - Increases stakeholder group engagement and ownership for the change by representing the end user voice and building support for the change
- **Change Network Critical Success Factors**
 - Active Sponsorship
 - Active Stakeholders and Change Agent participation
 - Branding and awareness of the Change Network within the stakeholder groups
 - Team Leads actively engaging Stakeholders for input on capability activities and deliverables
 - Providing support and keeping the Change Network informed and involved