

Using The Change Compass To Improve Change Maturity

Level 1 Initial	Level 2 Responsive	Level 3 Adapted	Level 4 Managed	Level 5 Optimized	Organizational Change Maturity Model
	Project Sponsorship, Stakeholder Engagement, Change Communication, Project Performance Measurement	Project Sponsorship, Stakeholder Engagement, Change Communication, Project Performance Measurement	Organizational Change Leadership, Project Sponsorship, Stakeholder Engagement, Change Communication, Project Performance Measurement	Executive Change Effect, Board Reporting, Agile Project Governance	Strategic Change Leadership, Change Strategy, Business Resilience, Project Performance Measurement
Responsible communication and change processes available for business	Business units have view of project change footprint & ability to influence approach	Stakeholders are in place to inform change options & consistency of feedback & manage effectiveness	Business team contribute with consistent leadership and insights effectively through	Business Change Strategy, Business Resilience, Project Performance Measurement	
Achieve project Change Management Success, Control & Change	Change managers on projects, Change Management capabilities in place, map & prioritization	Change & Project methods, Change Management, Change Leadership, Project Managers	Projects designed and assessed, consistent assessment of an ongoing change portfolio	Smaller initiatives, consistent assessment of an ongoing change portfolio	Project Change Management, Project Performance Measurement, Project Change Leadership, Project Change Strategy

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**OPTION
01**



Strategic change leadership

Sponsors tracking change across organization. Assessing change impacts and targets. Data-based change governance established. Track ongoing agile change impacts. Aid strategic and scenario planning to avoid change saturation.

**OPTION
02**



Business Change Readiness

Business has view of change and can influence roll out. Business can balance BAU capacity and implement constant agile changes. Forecast change impact on business indicators. Plan for benefit target achievement.

**OPTION
03**



Project Change Management

Documented change impacts. Assess and visualize a range of impacts including on customers. View of constant agile changes from initiatives of all sizes. Aid portfolio management, risk and doability assessments.

**OPTION
04**



Change capability

Operations learn to manage change capacity. Leaders have clarity across all changes to aid ongoing engagement and communications. Change champions and networks also able to drive change across the change landscape with reliable data.