

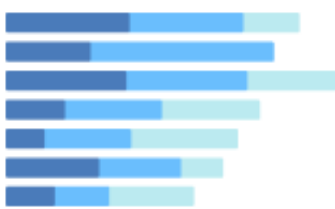
## CHANGE SATURATION ASSESSEMENT RECIPE

# Measuring change

Use this recipe to measure change saturation using  
The Change Compass

### STEP 1

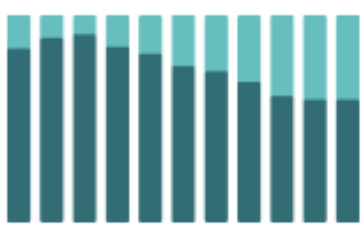
Collect stakeholder feedback on perceptions with change saturation at different levels, senior manager, team leader, frontline, etc.



Heatmap

### STEP 2

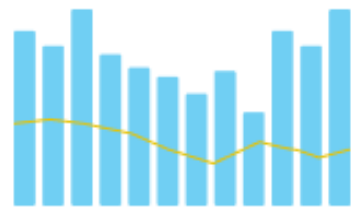
Examine actual initiative impact data. Look at Heatmap data to examine hotspots across various business units, layers of the teams, and when they are happening



Stakeholder Chart

#### Stakeholder analysis

Examine which roles are more impacted than others and when



Total Impact

#### Business unit focus

Dive into a saturated business unit to see which initiatives are causing this. Plot 'change tolerance' level after agreeing this with stakeholders.

#### Reflect

Are stakeholder concerns backed by data? Do they have other agendas? How to address their concerns?

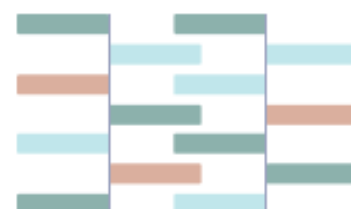
### STEP 3

Formulate recommendations. Determine how to reduce capacity impacts through:

- Prioritising certain initiatives
- Packaging change roll out
- Chunking release activities into small impacts
- Request more resources
- Enhanced leadership support

#### Visual walk through

Walk stakeholders through what's causing saturation and how to address it.



Timeline Chart