

5

things that a change newbie needs to be curious about

After numerous encounters with change practitioners, new and old, I've given some thought to one question I'm often asked:

~ What might be helpful for change management newbies to know?

This isn't an exhaustive list, but ones that have proven to be valuable when starting out. So newbies...get curious and start finding out about these five things!



CHANGE FRAMEWORKS

Be familiar with the well known change theories and frameworks. You will hear about them and see them referenced in change plans and other documentation. There is a plethora of information out there. Luckily, there is one brilliant SlideShare presentation called the "Taxonomy of Change Management Models" by Mark Simpson, that has collated many [here](#).



ENTERPRISE CHANGE MATURITY MODELS

Look at change maturity models developed by change management industry research bodies, such as [Prosci](#), [Change First](#) and [CMI](#). A maturity model is typically expressed as four or five phases to define the varying characteristics of change capability at an enterprise level.



2

You will hear this story – that 70% of change efforts fail. It's time to separate myth from reality. What you probably won't hear is how to respond to this assertion, or how to find out more. Read Dr Jen Frahm's [post](#) to uncover why this myth is misleading, how it's gained traction and how to question it with this cool [infographic](#).

3



WHAT 'AGILE' MEANS

Find out as much as you can on this one! You will hear this word and you may hear it in many contexts. One thing to keep in mind is that there is not a single process or method to follow when delivering agile change. It draws on a range of agile and lean practices that need an agile mindset and approach so you can adapt what is right for your environment and change initiative. More on this in many books including [mine](#)!



4

FOLLOW THE INDUSTRY AND THE BUZZ

Have you reached out to the Change Management Institute ([CMI](#)), Association of Change Management Professionals ([ACMP](#)) or similar industry associations in your country? They offer great opportunities to network and learn! Who are the change peeps blogging and [tweeting](#) to share their expertise and thinking on social media channels? Well Dr Jen Frahm has compiled a change management blogger list for you [here](#)!

5

