

Your Change Leadership Scorecard

Name LHHTestAC202008 LHHTestAC202008
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Overall Score

Your Change Leadership Scorecard



Your overall score is high. You are an effective change leader and are incorporating most of the important steps of the LHH Change Framework. Reflect on any steps or where you may have scored lower and look for ways to incorporate additional best practices.

Step Scores

Create the Change Story



Your ability to create a change story is high. You understand the components required to plan for and deliver a cohesive message to all stakeholders.

Assess the Impact



Your ability to understand the scope of the change on the business and people is high. Your planning is based on qualitative and quantitative data that helps you design a communications plan, taking into consideration key individuals who will help or hinder change progress.

Define Change Strategy & Roadmap



Your ability to define a change strategy and develop a successful roadmap is high. You understand how to evaluate complex factors like simultaneous changes and available resources to design a change strategy with key milestones, metrics and timelines. You have an effective communication plan that also prepares for risk with mitigation plans. You have identified the best communication channels for stakeholders.

Co-create Change Interventions



Your ability to co-create interventions that lead to successful adoption of change is high. You design an effective training plan that includes sustainment, so people continue improving. Rewards and recognition techniques align with the values of the stakeholder group.

Implement and Embed Change



Your ability to implement and embed change is high. You are delivering successful training interventions and learning sustainment plans that creates confidence and expertise among teams and individuals. Individuals and teams are rewarded for their efforts and adoption of change. You have effective strategies for dealing with resistance, and for supporting people who are slow to adopt the change. Early adopters are identified and engaged to help amplify the change program. You can monitor change progress and adapt the program as needed. Successful change adoption is celebrated. You are an effective change leader!

Sustain and Optimize the Change



Your ability to sustain and optimize the change is high. You have a system to monitor and measure change progress, so that the change strategy can be adapted in areas where the change is not being adopted. Reward programs are adjusted to adequately support the needs as change is engrained. You use data to measure success of the rewards and recognition strategy. You are adept at both leveraging and sharing best practices and lessons learned.