



Change Impact Analysis

Overview

Business Change impacts all areas of an organisation. If these impacts are unexpected, they may disrupt progress and lead to a loss of stakeholder support for what may be perceived as a poorly-planned project.

MidlandHR's initial Change Impact Analysis reduces the danger of unexpected impacts by ensuring that they are identified, considered and analysed in detail throughout the programme.

MidlandHR's Change Impact Analysis service will form an essential part of your change programme.

Our consultants will help you ensure that key change impacts are identified and considered during the initiation stages, and that impacts are fully analysed throughout the programme.

The detailed analysis identifies the full consequences of change and how it will impact on areas such as process, skills, roles and company culture.

This vital analysis not only provides the basis for stakeholder communication and engagement activities, but also avoids confusion about:

- Stakeholder tasks
- How tasks should be done
- Who should be doing them

What will I gain from a Change Impact Analysis?

MidlandHR will provide you with the skills and experience to identify and document the impact of your changes.

This information can be used to provide all stakeholders with the required level of understanding regarding the changes, enabling successful stakeholder engagement and effective change implementation throughout the organisation.

How is a Change Impact Analysis Conducted?

MidlandHR's Consultants use their own experience and a proven Change Impact Analysis template to deliver fast and effective analysis of change impacts.

Impact Area	Stakeholder Responses
Technology →	"I don't understand how it will work?"
↓	
Processes →	"We must keep a paper copy to send to the Manager"
↓	
Skills →	"I don't know how to do it, when will I be trained?."
↓	
Role Design →	"Who will do that its not part of my job?"
↓	
Organisation →	"Who will I report to? "
↓	
Culture →	"Why change the way we do things , we've always done it this way?"

The analysis is used as the basis for the development of communication materials and forms a wider intervention plan, including activities such as resistance management.

Existing customers, please contact your MidlandHR Account Manager or Project Manager for more information