**ZABC8**
**Changing Organizational Culture**

- Explain "Change"
    - Identify ways for facilitating positive change
    - Identify common reactions to change
    - The change curve
- Identify the Motivation behind an Upcoming Change
    - Implement a Change Assessment
- Create a Vision for the Future Culture
    - Writing a Vision Statement
- Determine How a Change Will Impact Processes and People
    - Identify the key processes that will be impacted by the change initiative
    - Analyze stakeholders and how they are affected
    - Assess the impact of the change initiative on the overall organization
- Identify Employee Development Needs
    - Assess the readiness of the organization
    - Identify creative communication and training methods
- Write a Plan for Mobilizing an Organization
    - Complete a high-level plan
    - Application: Be able to apply what you learn on the job
    - Identify the necessary ingredients for a successful change