

31. Change competence

Tool is based on: Stentoft, J. & Thoms, L. (2015), *Konkurrencekraft gennem supply chain innovation: Værktøjer*, Department of Entrepreneurship and Relationship Management, University of Southern Denmark.

Purpose, participants and application

- **Purpose**
 - To assess employees' readiness for change through pragmatic questions.
- **Participants**
 - Used by individual participants and the team.
- **Application**
 - Can be used in all phases.

Procedure

- In the following, 10 statements are presented, reflecting essential aspects in assessing the company's readiness for change.
- Each statement is evaluated on a scale from 1 to 5, where 1 = "To a very low extent/degree" and where 5 = "To a very high extent/degree".
- You can either choose to have each participant fill it out individually or do it as a collective team exercise.
- However, it may be advantageous to first conduct it individually because it will allow for a greater exploration of different perceptions.

Assessment of change readiness

	1	2	3	4	5
1. The organization knows why the change is necessary.					
2. There is a clear goal for where the change should show results.					
3. The management is committed to implementing the necessary organizational adjustments.					
4. The management ensures that the change is allocated with the necessary resources.					
5. The management ensures that the change is prioritized in relation to other projects.					
6. There is high motivation among my colleagues for the change.					
7. The management ensures that it contributes the necessary knowledge and openness to succeed with the change.					
8. There is ongoing support for the change in the management team.					
9. Middle managers and key employees support the change.					
10. The management responds if anyone in the company fails to meet expectations regarding the change.					

Data processing

- When evaluating the results, it is observed that for the areas where scores are 4 or 5, the conditions are satisfactory.
- For areas where scores are 3, there are signs of insufficient engagement.
- For scores of 1 or 2, it would indicate that the change may fail and that it is necessary for the management to be aware of this.