

Organizational Change Management Process Flow

1

Identify Change

Define the need for change, reasons, and expected benefits. Capture inputs from stakeholders and business goals.

2

Assess Impact

Evaluate the scope, risks, and organizational impact. Identify affected groups, processes, technologies, and culture.

3

Develop Strategy

Design a change management plan: communications, training, resources, sponsorship, and stakeholder engagement.

4

Implement Change

Execute change activities, maintain communication, provide support and training, and address resistance.

5

Review & Sustain

Monitor progress, gather feedback, report outcomes, and embed changes into organizational culture for sustainability.