

Impact of effective change management on project success

Prosci has completed gathering data for the 2007 Best Practices in Change Management benchmarking report. 426 participants from 59 countries around the world contributed data on a wide range of change management issues. This is Prosci's fifth study in change management and lays the foundation for one of the world's greatest bodies of knowledge on managing the human side of change. Analysis is underway, and the complete report should be available in the next several months – summer 2007.

This tutorial shows the correlation between effective change management and the ability to meet project goals.

2007 correlation data

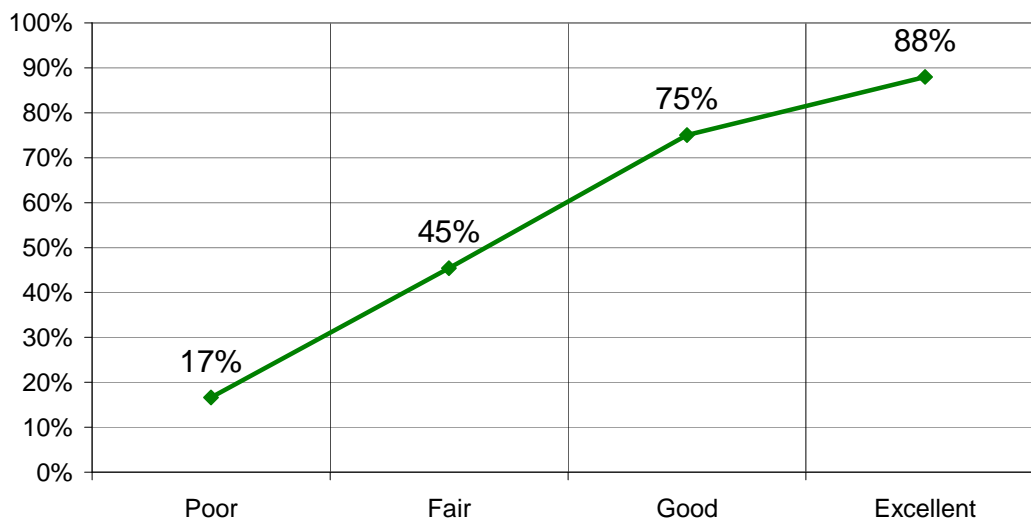
Below are charts showing the 2007 best practices data on the correlation between the overall effectiveness of change management on the project with three different dimensions of success for the project: meeting objectives, staying on budget and finishing on time. Data from the 2007 benchmarking study clearly showed that participants using effective change management with their projects were more likely to:

- Meet objectives
- Be on schedule
- Be on budget

Correlation: change management effectiveness and meeting objectives

There is a direct correlation between change management effectiveness and meeting project objectives. The graph below shows the percentage of participants who met or exceeded objectives. Only 17% of those with 'poor' change management met or exceeded objectives, while nearly 90% of those with excellent change management met or exceeded objectives.

Participants who met or exceeded **OBJECTIVES**

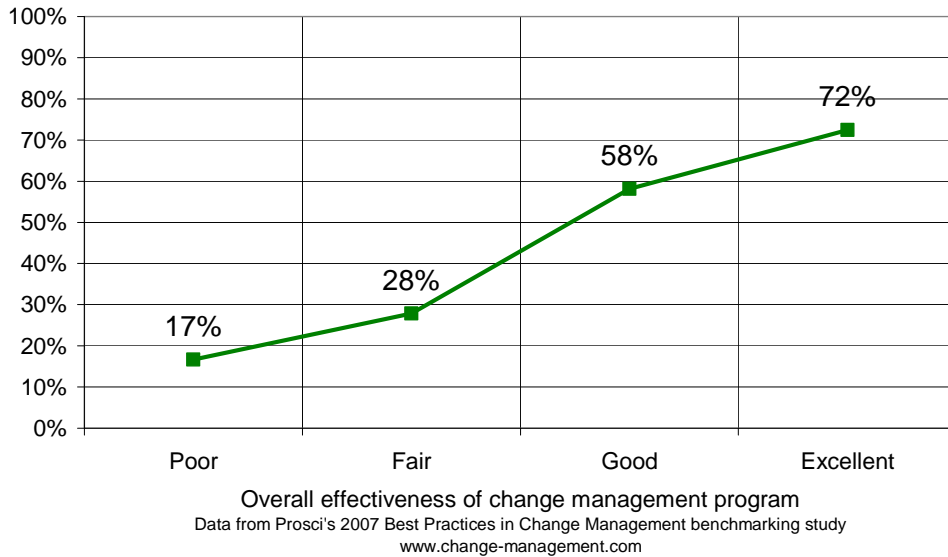


Overall effectiveness of change management program
Data from Prosci's 2007 Best Practices in Change Management benchmarking study
www.change-management.com

Correlation: change management effectiveness and on schedule

In addition to the correlation of objectives, there was a similar correlation between effectiveness of change management and being on or ahead of schedule, as shown below.

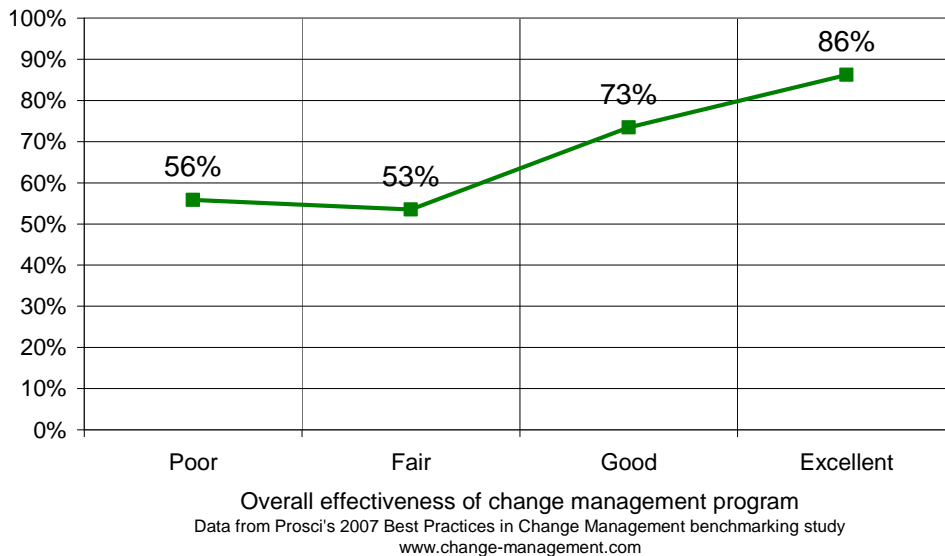
Participants who were on or ahead of **SCHEDULE**



Correlation: change management effectiveness and on budget

Finally, participants with excellent change management programs were more likely to be on or under budget.

Participants who were on or under **BUDGET**



Tools for applying effective change management

Prosci's approach to managing change is research-based, holistic and easy to use. Built on over 9 years of research with over 1000 participants, Prosci's methodology provides checklists, templates, worksheets and guidelines for creating a change management strategy and a complete set of change management plans.

- **Change management certification** (\$2100)
3-day program where you bring a project you are working on and apply all of the assessments and tools as you learn them - taught by retired executives in the beautiful Colorado Rocky Mountains
- **2005 Best Practices in Change Management benchmarking report** (\$189)
journal-style report with lessons learned and best practices from 411 participants, presented in an easy-to-use format - reads as a checklist of what to do and what not to do
- **Change Management Toolkit** (\$349)
hardcopy 3-ring binder presenting Prosci's change management methodology, includes templates, checklists and assessments for managing the people side of change (includes CD-ROM)
- **Change Management Guide for Managers and Supervisors** (\$189)
tools to help supervisors engage and coach their direct reports through change (includes 4 copies of the Employee's Survival Guide)
- **Change Management Pilot** (\$449)
online tool including Prosci's change management methodology, eLearning modules and downloadable templates, assessments, presentations and checklists
- **Change Management Pilot Professional** (\$559)
the content of the Change Management Pilot plus additional benchmarking data and an online version of the Change Management Guide for Managers and Supervisors
- **Change Management: the people side of change** (\$18.95)
a primer for anyone involved in organizational change that addresses why manage change, individual change management and organizational change management
- **Employee's Survival Guide to Change** (\$14.95)
a handbook to help employees survive and thrive during change, answers frequently asked questions and empowers employees to take charge of change

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