

Change saturation is an ever increasing reality in organizations today. The velocity of change is continuing to rise, and changes are colliding with greater frequency. Change Portfolio Management provides a process and structured approach for making sense of the chaos of the portfolio of change, enabling decisions to be made to address and alleviate change saturation. This handout provides an overview of Prosci change saturation and portfolio management webinar, two of the ten trends identified in the latest research. Email an analyst at changemanagement@prosci.com or call 970-203-9332 for more information about Prosci's work in portfolio management.

Change saturation and Change Portfolio Management

Change saturation

Change saturation occurs when there is so much change going on that it negatively impacts individuals and the organization.
When: $\text{change disruption} > \text{change capacity}$

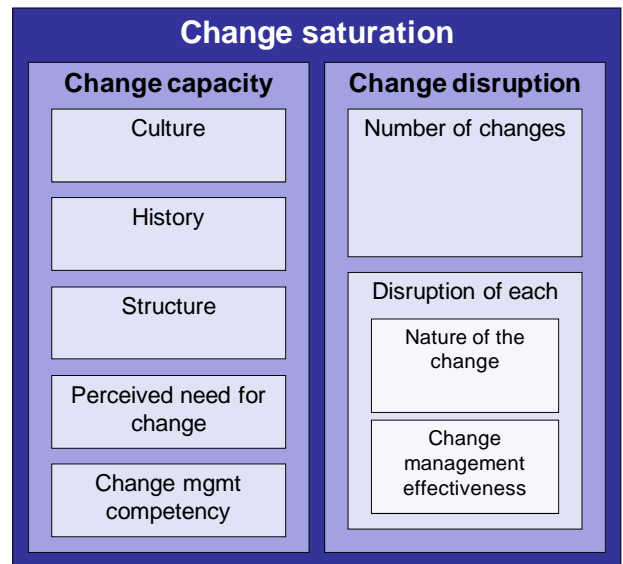
Change saturation results from:

- No one having a high-level view of the numerous changes in the portfolio
- Each change effort focusing exclusively on its own impacts
- An ever increasing amount of change in organizations

Change saturation has real consequences on:

- Individual behaviors
- Project performance
- Organizational performance

Prosci's Change Saturation Model describes five elements that define change capacity (how big is the bucket) and four elements that define change disruption (how much is added to the bucket).



Prosci Change Saturation Model

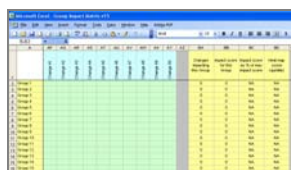
Change Portfolio Management

Change Portfolio Management, as described by Prosci, is a structured approach for understanding and evaluating the portfolio of change within an organization. Adding **Change** to existing work in Portfolio Management ensures that you are considering the **cumulative and collective impact** on the people in the organization.

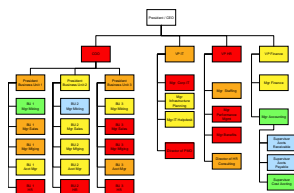
Change Scorecard:



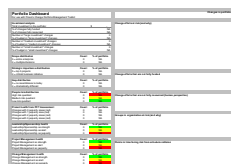
Group Impact Matrix:



Heat Maps:



Portfolio Dashboard:



Prosci Change Portfolio Management Process

Identify

Scope the portfolio
Identify changes
Identify groups

Investigate

Change details
Change assessments
Groups impacted

Analyze

Heat Maps
Plot
Portfolio Dashboard

Act

Identifying risks
Presenting the portfolio
Acting on the portfolio

Monitor, Manage and Control

Prosci's Change Portfolio Toolkit was released in 2009 and provides a structured process and full toolset for the making sense of the portfolio of change. Learn more at: www.change-management.com/portfolio-toolkit.htm