

## HIGH LEVEL CHANGE COMPLEXITY ASSESSMENT

	1	2	3	4	5
How large is the population impacted by the change?	Smaller				Larger
How dispersed is the population?	More Central				More Dispersed
How complex is the solution?	Less Complex				More Complex
How central is this to the core business?	Less Critical				Critical to the Business
How similar is the end state to the current state?	Minor Changes				Significant Differences
How capable is the population impacted by the change?	Very Capable				Less Capable
How aggressive is the timeline?	Less				More
How available are internal resources?	Available				Very Limited
How flexible is your company culture?	Flexible & Adaptive				Well-Established & Rigid
How successful have past projects been?	Consistently Successful				Challenged
<b>TOTAL SCORE</b>					

Max 50

### Evaluation

**40-50** This is a major change for your organization, and requires focused attention to be successful

**30-39** This significant change will be disruptive in some areas, requiring additional focus to be successful

**20-29** This change, while important for driving more value, won't require significant additional investment to be successful

**Below 20** You will be able to manage this change with little to no additional focused attention

Please call Steve for a free consultation on how to propel your organization to drive greater value from your next transformational change.