

MEASURING CHANGE SUCCESS

Consider the three dimensions of completion, achievement and acceptability, derived from the research of Susan Miller, when evaluating the success of your implementation efforts.

DIMENSION

SAMPLE METRICS



ACHIEVEMENT

Did you achieve what you intended?

How well does what you implemented perform? Did you achieve your intended outcomes?

+  -

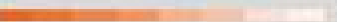
- Learning: % staff trained /coached
- Adoption: % staff using new product, program etc.
- Performance: % reduction in errors; % increase customer satisfaction
- Vision: Growth yr-on yr; Cost savings



COMPLETION

Did you complete the implementation?

Did you complete all the intended aspects of the implementation, within the anticipated timeframe?

+  -

- Schedule, scope, budget planned/actual
- Completion of planned change supports
- Effectiveness of change supports (e.g., communication, training, etc.)



ACCEPTABILITY

Are your stakeholders satisfied?

How satisfied are stakeholders with the implementation process and outcomes?

+  -

- Agreement with the need for change
- Satisfaction with the change product
- Satisfaction with the change process
- Trust in leadership
- Perceptions of org change competency

Measurement And The Measurement Of Change

Norman A. Anderson



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