

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

E Durkheim



Measurement And The Measurement Of Change:

Embracing the Beat of Phrase: An Psychological Symphony within **Measurement And The Measurement Of Change**

In a world eaten by displays and the ceaseless chatter of instantaneous connection, the melodic elegance and emotional symphony produced by the published term usually fade in to the background, eclipsed by the persistent noise and disruptions that permeate our lives. However, nestled within the pages of **Measurement And The Measurement Of Change** a charming literary prize filled with raw thoughts, lies an immersive symphony waiting to be embraced. Constructed by a wonderful composer of language, that interesting masterpiece conducts readers on a psychological trip, skillfully unraveling the concealed songs and profound influence resonating within each cautiously crafted phrase. Within the depths of this emotional review, we can examine the book is main harmonies, analyze their enthralling publishing type, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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