

# 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



**Social Science Research Council (U.S.).  
Committee on Personality  
Development in Youth**

## **Measurement And The Measurement Of Change:**

*Measurement and the Measurement of Change* Denise F. Polit, Frances M. Yang, 2016 Suitable for graduate level courses on measurement or research methods this book offers a gentle introduction to and overview of complex measurement content It provides information for health professionals who develop new instruments adapt existing ones select instruments for use in clinical trials or in clinical practice Measurement and the Measurement of Change Denise F. Polit, Frances M. Yang, 2014 **Measurement and the Measurement of Change** Denise F. Polit, Frances Yang, 2016 Problems in Measuring Change Social Science Research Council (U.S.). Committee on Personality Development in Youth, 1963

**Approaches to the Measurement of Family Change** Catherine S. Chilman, 1966 *Instrumentation for Process Measurement and Control, Third Edition* Norman A. Anderson, 1997-10-22 The perennially bestselling third edition of Norman A Anderson s *Instrumentation for Process Measurement and Control* provides an outstanding and practical reference for both students and practitioners It introduces the fields of process measurement and feedback control and bridges the gap between basic technology and more sophisticated systems Keeping mathematics to a minimum the material meets the needs of the instrumentation engineer or technician who must learn how equipment operates It covers pneumatic and electronic control systems actuators and valves control loop adjustment combination control systems and process computers and simulation *Principles of Assessment and Outcome Measurement for Occupational Therapists and Physiotherapists* Alison Laver Fawcett, 2013-03-15 This textbook on assessment and outcome measurement is written for both occupational therapy and physiotherapy students and qualified therapists It begins by defining what is meant by assessment outcome evaluation and measurement and discussing the complexity of therapy assessment and measurement including the challenge of measuring human behaviour and the impact of factors such as task demand and context including the environment Methods of data collection e g observation interview standardised testing and sources e g self report proxy for collecting information about clients are then reviewed and the main purposes of assessment e g descriptive evaluative predictive discriminative presented The book then addresses the topics of standardisation levels of measurement reliability validity and clinical utility There is a chapter describing and applying models for categorizing levels of function to aid assessment and measurement The concept of clinical reasoning and reflective practice is then explored Application of principles is supported through detailed case studies and worksheets and the criteria for test critique and guidelines for choosing a particular assessment approach are discussed The Measurement of Change in Certain Aspects of Art Ability Blair Clifford Archer, 1956

**Project Measurement** Steve Neuendorf, 2001-10 Learn how to create a measurement oriented program for your unique organization With new insights on measurement as a communications tool this book offers step by step guidance on how to use specific quantitative actions and results assessments to ensure the success of key initiatives You ll master the new skills needed to incorporate stakeholder requirements into the structure and operation of the measurement program You ll also

learn how to implement a measurement program and develop understanding of the measurement life cycle including how to keep your tactics and processes evolving to stay in step with your organization and new challenges *Principles of Assessment and Outcome Measurement for Allied Health Professionals* Alison J. Laver-Fawcett, Diane L. Cox, 2021-08-02

*Principles of Assessment and Outcome Measurement for Allied Health Professionals* The revised and updated second edition of *Principles of Assessment and Outcome Measurement for Allied Health Professionals* offers an authoritative guide for allied health professionals and students The authors noted experts on the topic explore the assessment process that encompasses the data collection methods the evaluation process that determines the effectiveness of an intervention and standardised and systematic outcome measurement procedures The book discusses in detail the various methods of data collection observation interview standardised testing and the types of sources self report proxy observational for collecting information The main purposes of assessment descriptive evaluative predictive discriminative are also presented The book addresses the topics of standardization levels of measurement reliability validity and clinical usefulness The text provides the information needed to select and perform assessment and outcomes measurement to inform goal setting evaluate outcomes and ensure that interventions are effective efficient and economical in order to provide quality services to clients and their carers This important book Covers information on assessment and measurement in practice research and service evaluation and improvement Explores how to develop and evaluate assessments and outcome measures Offers an international perspective Discusses the criteria for choosing a particular assessment approach Informs the critical appraisal of the evidence underpinning standardised assessments and measures and selecting the best tools for practice or research Includes updated and additional case studies Provides worksheets and additional illustrations to enhance understanding Written for allied health students and professionals *Principles of Assessment and Outcome Measurement for Allied Health Professionals* is the essential guide to assessing measuring and evaluating the impact and outcome of clinical practice and interventions

Research Design in Social Research D. A. De Vaus, 2001-03-05 The book provides the reader with an understanding of the importance of research design and its place in the research process describes the main types of research designs in social research explains the logic and purposes of design to enable students to evaluate particular research strategies equips students with the design skills to operate in real world research situations **Measurement and Evaluation in**

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