

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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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 **Problems in Measuring Change** Social Science Research Council (U.S.). Committee on Personality Development in Youth, 1963 **Measurement and the Measurement of Change** Denise F. Polit, Frances Yang, 2016

Measuring Change in Counseling and Psychotherapy Scott T. Meier, 2008-07-30 This book provides researchers clinicians and students with a useful overview of measuring client change in clinical practice It reviews the history conceptual foundations and current status of trait and state based assessment models and approaches exploring their strengths and limitations for measuring change across therapy sessions Meier shows how to effectively interpret and use measurement and assessment data to improve treatment evaluation and clinical care A series of exercises guides the reader to gather information about particular tests and evaluate their suitability for intended testing purposes 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

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Measurement Errors and Uncertainties S. G. Rabinovich, 2005-08-15 A practical reference on theory and methods of estimating measurement errors and uncertainty for both scientists and engineers in industry and experimental research Building on the fundamentals of measurement theory this book offers a wealth of practical recommendations and procedures It differs from the majority of books in that it balances coverage of probabilistic methods with detailed information on the characterization calibration standardization and limitations of measuring instruments with specific examples from both electrical and mechanical systems In addition to a general updating to reflect current research new material in this edition includes increased coverage of indirect measurements with a new simpler more efficient method for this class of measurements **The Measurement of Change in Certain Aspects of Art Ability** Blair Clifford Archer, 1956 Project

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 describes the main types of research designs in social research explains the logic and purposes of design to enable students
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