

# 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

**G Orfield**



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