

## The Organizational Change Readiness Assessment System

### Your Organizational Change Challenges

Maintaining your company's success in today's business environment has become increasingly difficult. As a result, you—and your competitors—are changing more frequently than in the past.

Successful transformations propel your organization forward.

But even the most thought-through transition is prone to failure if your organization is not properly prepared for the change. The risks of failure are costly: damaged employee morale, reduced productivity, unanticipated expense, unhappy stakeholders, falling sales ....

### The Schroeder & Schroeder Solution

Schroeder & Schroeder's Organisational Change Readiness Assessment System (OCRAS) enables you to measure your organization's current level of change readiness, and identify what needs to be done to maximize the success of what are often mission-critical transformations.

Grounded in our unique and highly successful *Art and Science of Transformation™* approach, the OCRAS investigates the change-readiness of your people as well as your organizational processes and infrastructure, using multiple methods to uncover those hidden barriers to success.

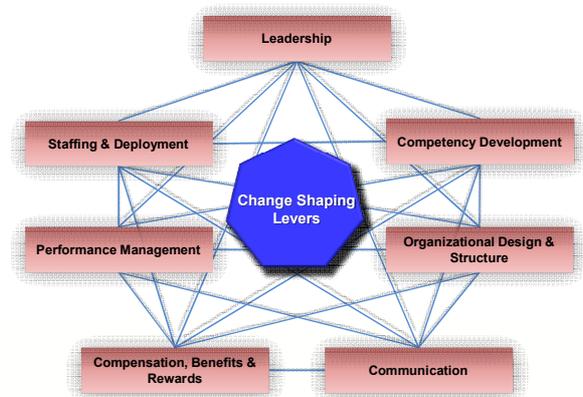


Both "Art" and "Science" are needed for Successful Transformation

### How does it Work?

This is a holistic, art and science-based change readiness assessment system, which investigates:

1. Proven **change shaping levers** and how they interact to facilitate or hinder transformation:



2. The **human, cultural, and stakeholder-related** factors that often represent major barriers to successful transformation, including:

- Understanding and awareness
- Leadership styles
- Communication styles
- Inclusiveness
- Interests and perspectives
- Commitment
- Future expectations
- Levels of stress and anxiety
- Change-relevant strengths and skills
- Perceived risks

Our holistic, multi-methods approach generates **quantitative** measures of your organization’s current state of change readiness. We use **advanced analytics** to identify and prioritize drivers of change success, which are often hidden in bar charts and percentages. And we incorporate **qualitative** data collection and analysis to really get behind the “hard” data and provide valuable insights. This approach enables you to identify and tackle problem areas and potential barriers to changes, maximizing the prospects for a highly successful transformation.

**The Benefits**

The many benefits of the OCRAS include these features:

- Comprehensive – Investigates a wide range of change readiness and resistance factors, relating to organizational functions and processes as well as culture and people.
- Multiple Methods – Uses quantitative and qualitative data collection and analysis techniques to generate a holistic assessment of change readiness.
- Evidence-Based – Measures change success drivers identified in 100+ peer-reviewed, published research studies, and is grounded in our proven “art and science” approach to successful transformation. OCRAS investigates only what matters.
- Smart Reporting – Uses advanced analytics to identify and prioritize drivers for immediate action, saving you time, money, and effort. Value-added qualitative reports add important insights and next-steps guidance.
- Quick – Includes reporting on top line survey findings within a week of data collection, because we know that the need for change is often urgent.
- Supportive – We don’t just deliver a report and leave; we help you to interpret and apply the findings to ensure a maximum positive impact on your change strategy.

**Next Steps**

Contact Schroeder & Schroeder today to find out more about how our unique approach to the assessment of change readiness can help you to solve your organizational transformation challenges and achieve your business goals.

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**Sample outputs**

