

# Making Change Work... ...while the work keeps changing

How Change Architects lead and manage organizational change

How do we make change work?



**88%**  
**77%**  
**74%**

believe a major focus over the next five years will be to make organizations more customer-centric. Of organizations confirm that a major objective over the next 5 years will be to further integrate processes and technologies on a global scale. Of respondents said that individuals in their organization are not fully prepared to adapt to an increasingly digital work environment.

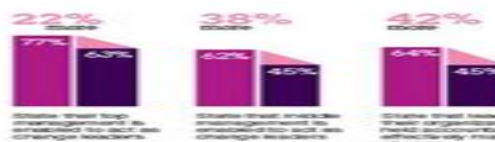
This poses a significant disconnect between the desire of leaders to embrace these shifts and their organizations' ability to do so.

The ability to anticipate, manage and capitalize on pervasive change is often the difference between market leadership and extinction.

Only 20% of respondents are considered successful in managing change. These Change Architects are more successful at dynamically managing projects and know how drive change through key differentiators.

## Lead at all levels

Change Architects enable middle management and hold all leaders accountable to drive change



"Change Architects actively engage employees during the ongoing change process."

"Change Architects take advantage of multiple communication channels and seek collaboration across the entire organization."



## Make change matter

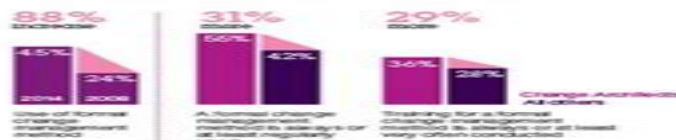
Highly successful organizations include measures for change progress



Achieved as expected benefits or more (20% and up) Achieved less than expected benefits (less than 20%)

## Build the muscle

Change Architects are more likely to leverage a formal change management approach and train others to use formal methods



"Change Architects use social approaches not only to communicate better with their customers, but also to drive change within their organizations."

"Change Architects systematically build enterprise-wide change capabilities."

## Is your organization a Change Architect?

Kick-start your thinking now...

Do leaders, managers and employees in your organization have sufficient change capabilities, methods, tools and skills to manage your organization's transformation agenda?

Do leaders in your organization assign resources to organizational change activities on projects and initiatives?

Do leaders in your organization understand the importance of change-leadership on projects and serve as role models day-to-day?

...to mature through the 5 stages of effectively managing change



To learn how Change Architects lead and manage change, visit [ibm.com/gbs/makingchangework](http://ibm.com/gbs/makingchangework)

# Civilizing The Workplace Making Change Work Without Robbing People And Profits

**Lingjun Ying**



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