



The purpose of this workshop is to create a Change Scorecard for a critical initiative that defines and sets the foundation for measuring change success with clear and aligned outcomes. Prosci provides the framework, tools and facilitation to create a multi-layered scorecard to measure organizational, individual, and change management performance for your change initiative.

## WHO IS THIS WORKSHOP FOR?

The Change Scorecard Workshop brings together a core team of stakeholders focused on achieving expected results and outcomes for a particular change effort. The workshop can be attended by up to three project teams. This includes from five to fifteen participants, including:

- Project/program/initiative sponsors
- Change management leads and practitioners
- Project/program/initiative managers and team members
- Solution developers, designers, and support staff
- Key organizational influencers

## OUTCOMES

Participants will co-create the following deliverables:

- Alignment and clarity on what success means
- To/by purpose statement for the initiative
- Outcome and activity perspectives on evaluation
- Calculation of people-dependent ROI
- Organizational benefits and project objectives
- Inventory of impacted employee groups
- Calendar for tracking moving forward
- Team commitments to complete and leverage Scorecard

## STRUCTURE

Through a series of interactive discussions followed by hands-on breakouts, the project team will learn, then apply and build the first iteration of their Change Scorecard. The supporting tool provides a clear dashboard of progress and potential.

### Change Scorecard Value Proposition

- Clarity
- Alignment
- Measurement

### Change Scorecard Overview

- Research-basis
- Key questions
- Framework
- Timing
- Metrics depth
- Connections

### Change Scorecard Working Session

- Results and outcomes
- Individual aspect impact inventory

### Next Steps

- Definition assignment
- Calendar planning
- Commitments