

8-STEP CHANGE MANAGEMENT PROCESS FOR SOFTWARE IMPLEMENTATION

The problem isn't the software.
It's how it's being used.



Are you implementing a new software in your organization?

Successfully adopting new enterprise software requires active change management.



Author, entrepreneur, and Harvard Professor, **John Kotter's** 1996 book **Leading Change** is the gold standard in how to navigate change in business.

If you're adopting a new enterprise software, like Salesforce, Oracle or NetSuite, you should consider following **Kotter's 8-Step Process**.

8-Step Change Management Process for Software Implementation

1. Create a Sense of Urgency
2. Build a Guiding Coalition
3. Create a Strategic Vision
4. Communicate the Vision
5. Enable Action by Removing Barriers
6. Generate Short-Term Wins
7. Sustain Acceleration
8. Anchor Changes in Corporate Culture



Kotter's 8-Step Process

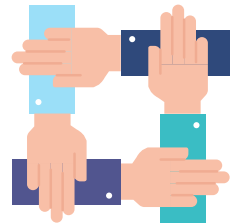
1. Create a Sense of Urgency



Explain the importance of why you need to implement the new software now. How will waiting to implement the system harm the company?

2. Build a Guiding Coalition

You'll want to involve different levels and departments to build buy-in across the entire organization.



Kotter's 8-Step Process

3. Create a Strategic Vision



The average user won't remember or possibly care about the benefits. Develop a short, one or two sentence, vision for what the future looks like after the implementation.

4. Communicate the Vision

Use every communication channel you have to talk about your vision and give updates on the project regularly.



Kotter's 8-Step Process

5. Enable Action by Removing Barriers



Ensure a successful rollout by making sure there are no obstacles that keep people from making the change.

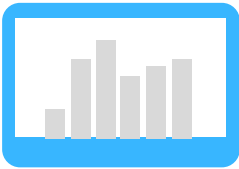
6. Generate Short-Term Wins

Start with onboarding users or departments that are least resistant to change. Demonstrate the benefits for those users and celebrate the milestone.



Kotter's 8-Step Process

7. Sustain Acceleration



Monitor your implementation and modify your plan, based on the data. Inspire teams to continually improve their processes as they learn more about the new system.

8. Anchor Changes in Corporate Culture

Learning how to use your new system to its fullest capacity needs to become a part of your corporate culture.



Try Apty - World's Fastest Growing On-Screen Guidance Platform

Promote change and digital adoption as a part of your culture. Ensure your entire organization is invested in not only making your system work, but in getting the best ROI on the software.

Learn more about how Apty can be a part of your change management process for software implementation.

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