Scorecard on Change Management Models

- Do you have a clear and compelling vision for the change you want to implement?

- Is your strategic plan well-defined, with specific steps, resources, and timelines?

- How committed are your leaders to driving the change?

- Do you have strong sponsorship from top management to support the change?

- Is your communication strategy effective in keeping everyone informed and engaged?

- Are you actively listening and addressing employee concerns and feedback?

- Are employees involved in the decision-making and planning process?

- Do employees feel valued and integral to the change process?

- Are you providing adequate training and support for employees to adapt to the change?

- Do you have systems to offer ongoing support during and after the transition?

- How strong is the commitment from leadership and stakeholders?

- Is your communication clear, consistent, and transparent?

- Do you have the capacity (resources, skills, infrastructure) to implement the change?

- Does your organizational culture support change, innovation, and continuous improvement?

- Which model resonates most with your organization's needs – Lewin, Kotter, or ADKAR?

- How well does Lewin's model (Unfreeze, Change, Refreeze) align with your change process?

- How well does Kotter's 8-Step model fit your organizational change efforts?

- How effectively can you implement the ADKAR model to address individual change readiness?

- Have you identified specific, actionable steps to implement the chosen change model?

- Are you prepared to follow through with continuous monitoring and adjustments?