Successful Change = Technology + Process + People

November 8, 2018
Agenda

● Why Are We Doing This?
● Who Is Affected?
● How Do I Get Them On Board?
● What Else Needs to Change?
● WIIFM?
Speakers

- Lisa Nespeca
  - Owner, ChangeVantage Consulting
- Tom Irvine
  - CIO, The Chicago Community Trust
- Josh Doubleday
  - Project Manager, Crown Family Philanthropies
Why Are We Doing This?
Goal Setting
Mission and Goals
Who is Affected?
Stakeholder Analysis

Org Authority / Influence

Attitude / Interest

Address concerns, seek input

Keep informed, involved

Monitor, address as needed

Keep informed

Negative

Positive

Low

High
How Do I Get Them On Board?
Attract people to pull for change instead of resisting it
# Communication Plan:

<table>
<thead>
<tr>
<th>Audience</th>
<th>Desired Result(s)</th>
<th>Key Message(s)</th>
<th>Best Source(s)</th>
<th>Medium(s)</th>
<th>Timing</th>
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Communication

Impact

Efficient

HOLISTIC

Collaborative

Transparent
What Else Needs to Change?
WIIFM?
What's in it for me?
Summary

Impact = Technology + Process + People
Summary

Understanding the need and enabling this larger change will help to position you as a partner in organization success.
How was this session?

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