

Are you ready for change?

Six steps to prepare for success



Introductions

Box UK specialise in user centred design, iterative development and the optimisation of digital platforms to support ambitious organisations in achieving their goals





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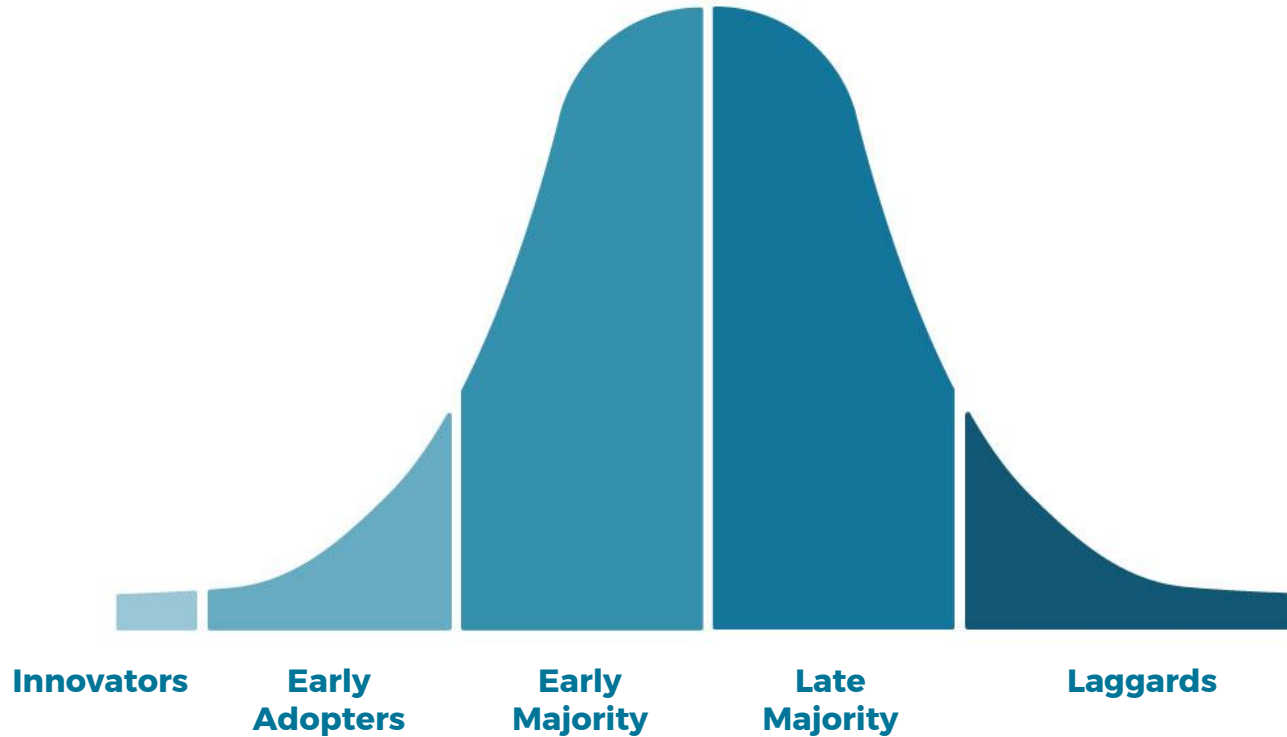
Questions?



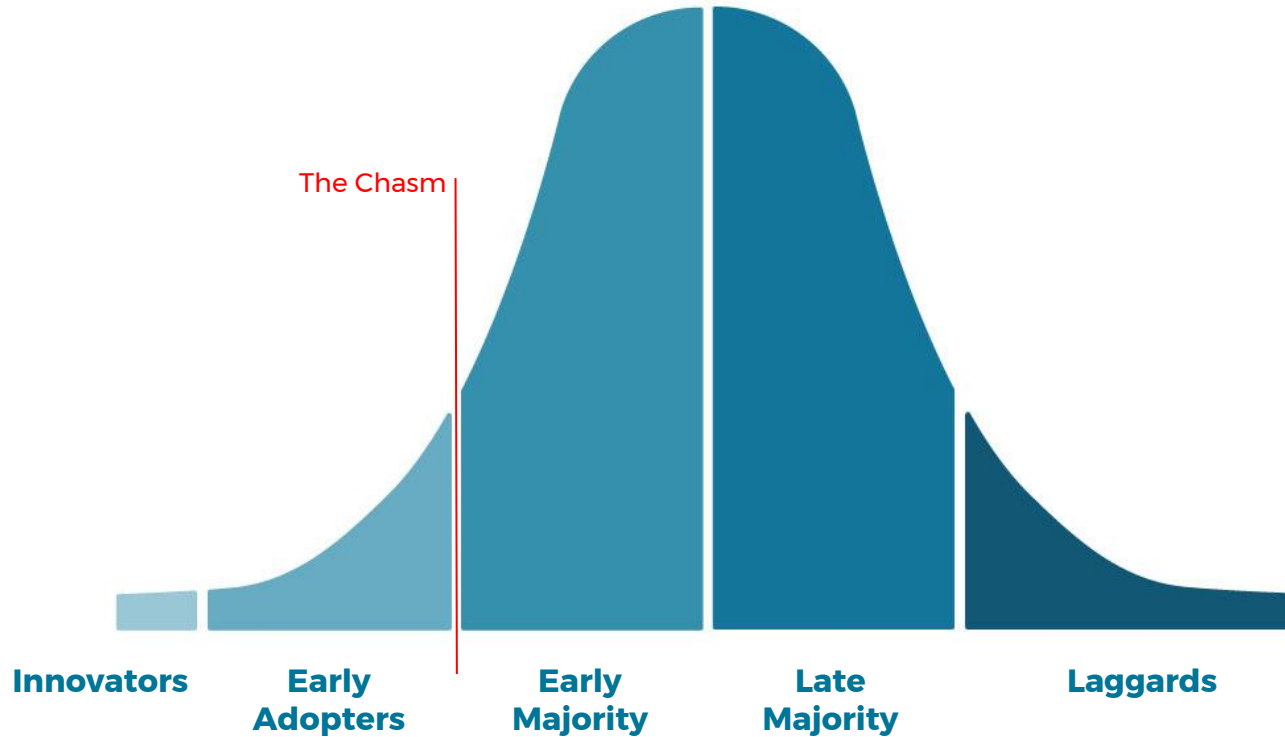
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The challenge of change

People invariably resist change



People invariably resist change



Stagnation
+
Complacency

Late realisation
+
Panic to catch up

So, how do you ensure success?

Six steps to prepare for change

1. Communicate your business vision and strategy
2. Consider general readiness
3. Get ready to deliver!
4. The importance of using a methodology
5. Measure - knowing when you've succeeded
6. Communicate - and lose the emotion



**Communicate your business vision
and strategy**

Business strategy



Project strategy



Communicating your business strategy



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Consider general readiness

Your team

- Strength and depth in skills and experience
- Performance
- Incentives
- Overall capability maturity



Capability maturity model



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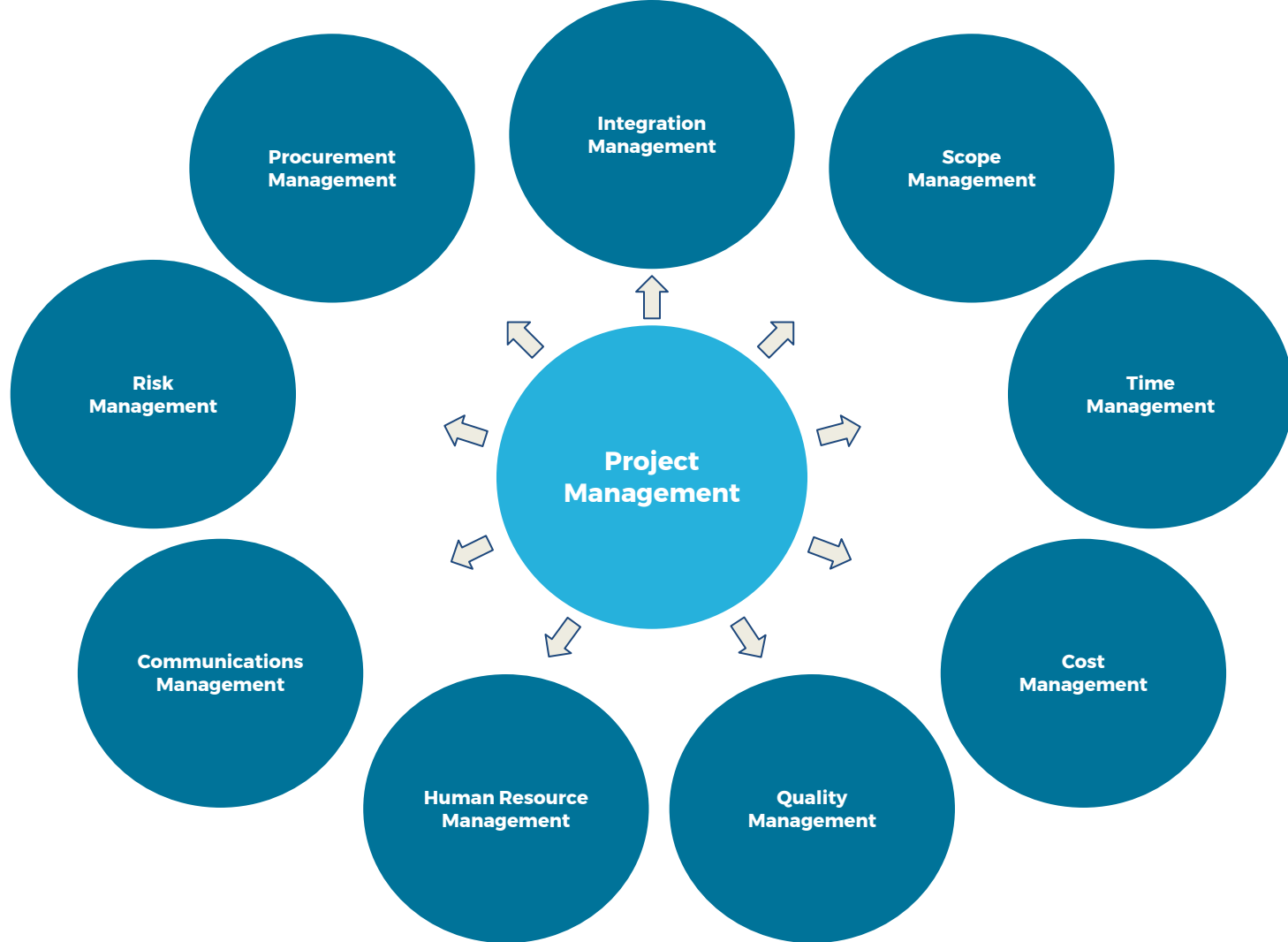
Get ready to deliver!

**Effective project management
enables control of a number of
important aspects of delivery:**

Managing projects

- Allocating and managing resources (people and things)
- Reporting progress to stakeholders
- Tracking risks and issues
- Managing changes to requirements (including scope creep!)
- Controlling budget
- Implementation (including organisation readiness)

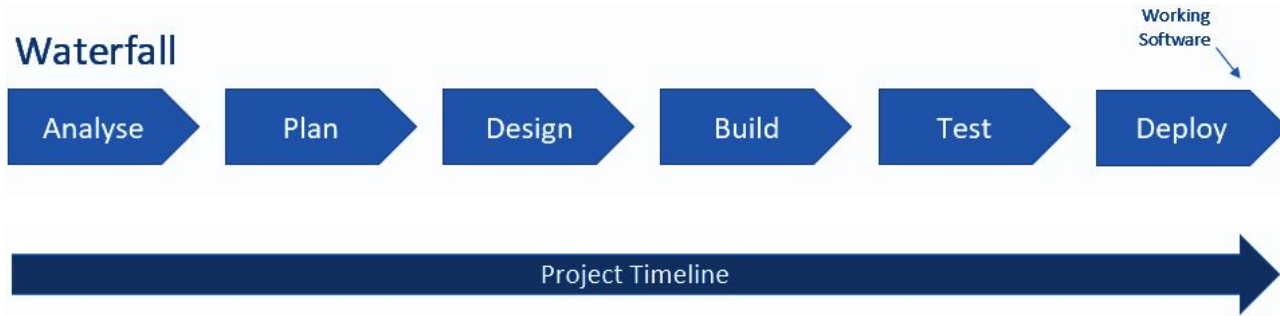




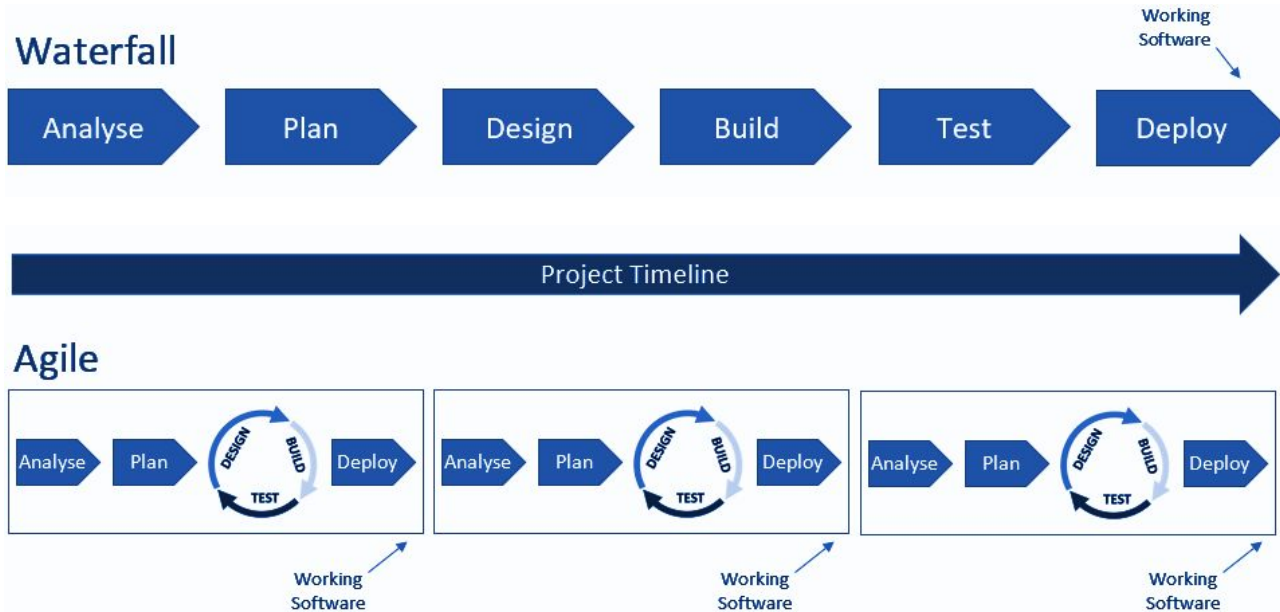
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Choose a methodology

Choosing your methodology



Choosing your methodology



5

Measure - knowing when you've
succeeded

A close-up photograph of a hand holding a white measuring tape. The tape is coiled around the fingers, with the numbers 3, 4, 5, and 6 visible. The background is a soft, out-of-focus grey. The text 'Identify your baseline' is overlaid in white, bold font, with 'baseline' underlined.

Identify your baseline

Have your requirements been delivered?



Define

Define the problem



Measure

Measure the problem



Analyse

Identify the cause of the problem



Improve

Implement and verify the solution



Control

Maintain the situation

Remember to remain objective!

Calculating return on investment



Your change project

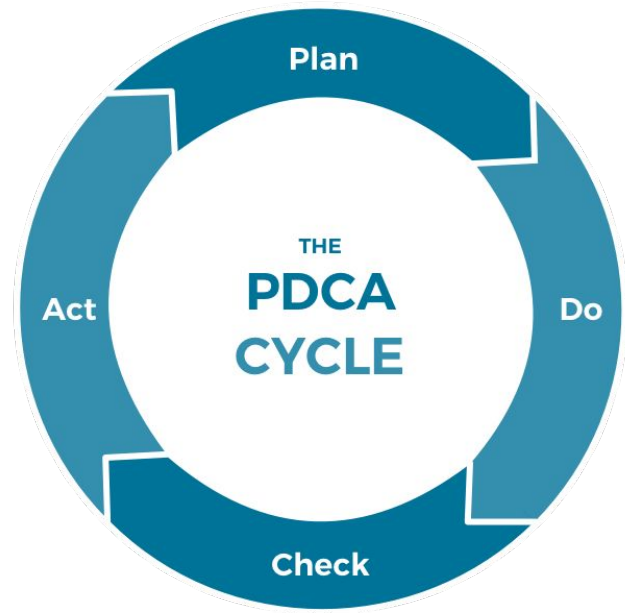
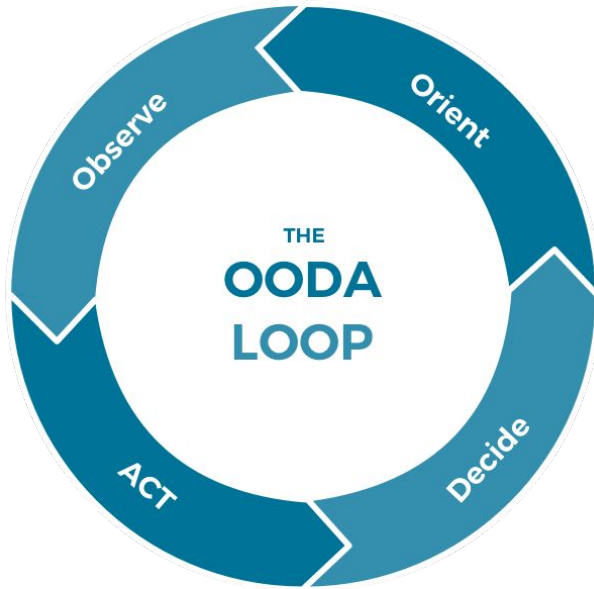
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Savings account?

And consider the wider picture.

Decision-making frameworks



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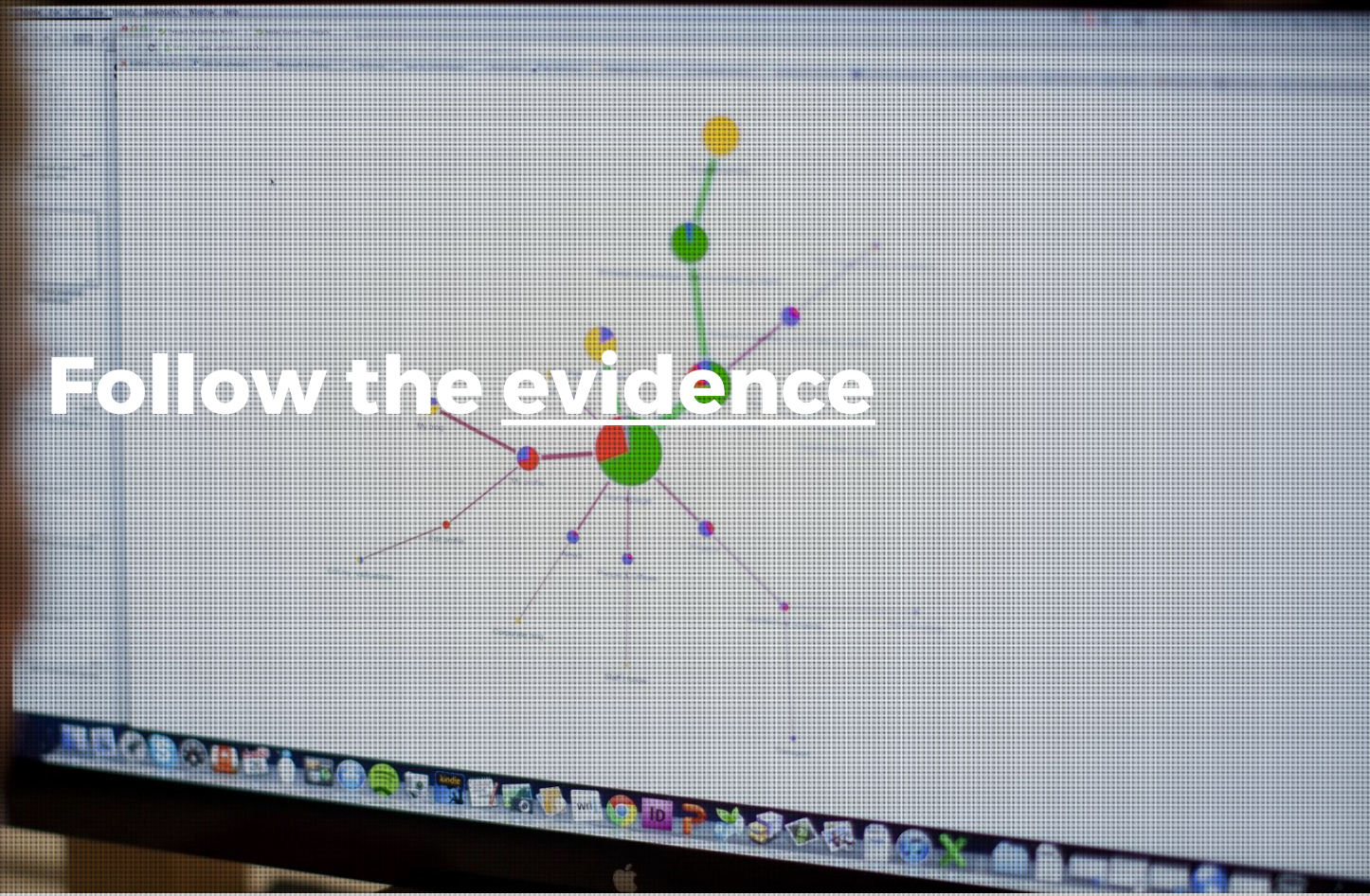
Communicate - and lose the emotion

Effective communication

- Ensure roles and responsibilities are clear and accepted
- Create a communication plan
- Communicate both good and bad news
- Provide mechanisms whereby concerns can be raised and addressed
- Filter out unnecessary noise from information



Follow the evidence



In summary...

... it's all about culture and leadership!

- ✓ Set out your vision and strategy
- ✓ Consider general readiness
- ✓ Put project management structures in place
- ✓ Choose your approach
- ✓ Measure - know when you've succeeded
- ✓ Communicate - and lose the emotion

<https://www.boxuk.com/insight/white-papers/start-up-mentality>

**[https://www.boxuk.com/insight/blog-posts/a-marathon-not-a-sprint
-the-secret-to-a-sustainable-digital-transformation](https://www.boxuk.com/insight/blog-posts/a-marathon-not-a-sprint-the-secret-to-a-sustainable-digital-transformation)**



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