

# TRANSFORMATION HEALTH CHECKLIST

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## Leadership & Vision

- **Leadership genuinely champions the change and communicates a compelling vision** for the transformation.
- **Sustained, visible leadership engagement** is present throughout the entire transformation process.
- A **guiding coalition of influential leaders** (both formal authorities and informal influencers) is actively driving adoption across the organization.

## Culture & Engagement

- **Culture is clearly articulated, with a clear understanding of what game the organization is playing, and how it is playing it**, looking toward an ideal future state.
- **Cultural dynamics are thoroughly assessed and systematically addressed**, acknowledging the current culture while gradually shifting it.
- **Reward systems, hiring practices, and performance management are aligned** with the new cultural expectations.
- **Employee engagement levels are high**, or specific, proactive strategies are in place to align behind and aspire to the new state.
- **Employees are actively involved in designing solutions**, clearly understand how changes connect to meaningful outcomes, are provided with development opportunities, and managers are equipped to engage their teams effectively.

## Change Management & Communication

- **A comprehensive communication strategy is implemented** that focuses on the "why," of the change, and is frequent, multi-channel, and two-way.
- **Change management is including the human element**, and doesn't treat employees as the "subject" of change
- **Internal change management capabilities are being developed** to ensure the organization can sustain transformation efforts over time.
- **External expertise is considered and utilized** when internal change management capabilities are insufficient.

## Momentum & Sustainability

- **Visible and meaningful "early wins" are being achieved** within the first 6-12 months of the transformation to build momentum and demonstrate value.