

PURPOSE

To best advance our vision, we must understand the driving force or why behind projects, initiatives, and change. Change is not only needed, but is healthy to move Delta Gamma forward. This guide will help members propose why a change is necessary, navigate through the change process, and ensure that the why is articulated for change to put into practice. This guide applies to all levels of the organization, to be used by the team or individual responsible for the initiative or change. That team/individual can use this guide, to walk through various steps, including the why, who and how others will be impacted, consequences for changes and strategies for communication.

MCKINSEY 7-S MODEL

STRATEGY

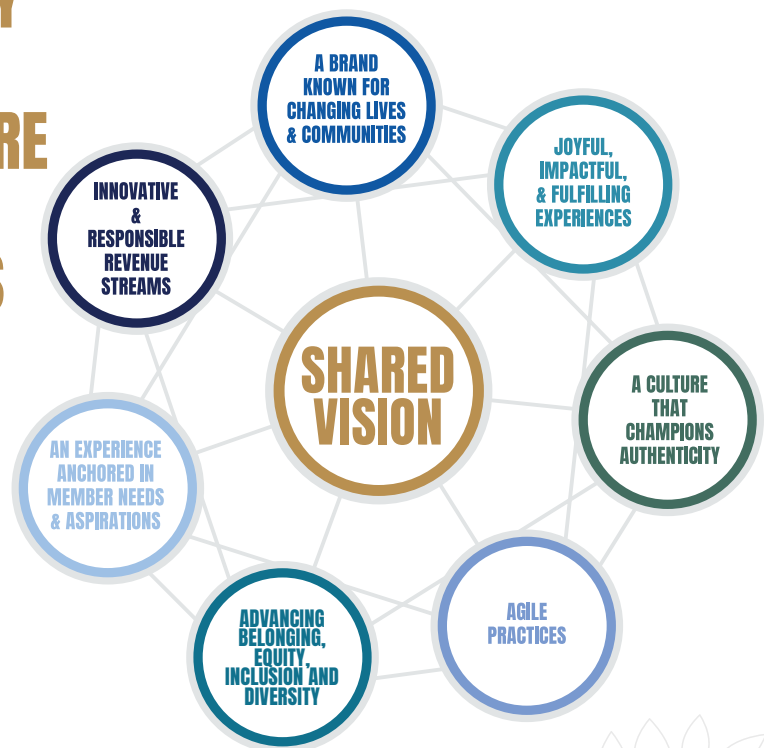
STRUCTURE

SYSTEMS

STYLE

STAFF

SKILLS



STRATEGY

Has a strategy been identified that addresses why the change is needed?

☐

YES

☐

NO

Have you evaluated how the change will affect our current state?

☐

YES

☐

NO

Does the strategy support the shared vision and values of Delta Gamma?

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YES

☐

NO

Does the strategy represent your plan for achieving your end goal for desired change?

☐

YES

☐

NO

Elaborate on the strategy identified in the implementation plan for the suggested change:



STRUCTURE

Have you identified who within Delta Gamma's structure (staff and volunteers) would need to be informed?

☐

YES

☐

NO

Has the appropriate reporting structure been informed/consulted with regarding the proposed change?

☐

YES

☐

NO

Has the appropriate reporting structure been informed/consulted with regarding the proposed change?



SYSTEMS

Have you identified the processes and workflow that would need to be edited/adjusted due to the change?

☐

YES

☐

NO

Are there daily activities (staff and volunteers) that would be impacted due to the change?

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YES

☐

NO

What will the communication regarding the suggested change look like?

What does your communication strategy look like short term/long term, etc.?



STYLE

Will the change positively affect the culture of Delta Gamma?

☐

YES

☐

NO

What informal rules exist within Delta Gamma that will need to be addressed in implementing the suggested change?



STAFF

Have the human resources dedicated to this change been considered?

☐

YES

☐

NO

What will the staff's involvement look like in implementing the proposed change?



SKILLS

Has the core competencies of the organization been evaluated to ensure maximum productivity and use of individual talent?

☐

YES

☐

NO

Will additional vendors/consultants be needed to implement the proposed change?

What cost is associated with the proposed change?

What area of the shared practical vision does the change directly correlate with?

How will the proposed change be beneficial to Delta Gamma?

