

Measuring Change

When implementing a change, it is critical to evaluate the change utilizing metrics. Metrics can be qualitative or quantitative in nature. For this Discussion Forum, think about a time that your organization (past or present) underwent a major organizational change initiative. Then, analyze and measure that change using the DICE framework (**see the example in Chapter 10 in the TOOLKIT EXERCISE 10.6 example**). Discuss that change by calculating the DICE score and discussing the results.

Measure:

- Duration: How frequently was the project formally reviewed?

- Integrity: How capable was the project team leader?
- Commitment of Senior Management: How committed is senior management to the project?
- Local Level Commitment: Do those employees most affected by the change understand the need and believe the change is needed?
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Calculate the Effort score: _____

Discuss the score and the risk category.
What were the most concerning sources of

risk? What would you do differently?

Directions:

- Discuss the concepts, principles, and theories from your textbook. Cite your textbooks and cite any other sources if appropriate.
- Your initial post should address all components of the question with a 500 word limit.

Textbook:

Cawsey, T. F., Deszca, G., & Ingols, C. (2016). Organizational change: An action-oriented toolkit (3rd ed.). Thousand Oaks, CA: Sage Publishing

