



# COMPETENCE TO CHANGE



### **Purpose**

The purpose of this tool is to test the competences of the company and its readiness to change.

### **Participant**

The project manager who should evaluate the organization.

### **Application**

The tool can be used in conjunction with the launch of a supply chain innovation project to clarify the adaptability and readiness to change. However, it can also be used in the evaluation of completed supply chain innovation projects.



## **Method**

Ten statements are presented in the following. The statements reflect important factors for the project manager when assessing the organization's competence to change.

The project manager marks for each statement the number that best describes the attitude.

*The project manager's assessment of the organization's competence to change*

*Strongly disagree*

*Strongly agree*

<b>Development practices in the supply chain</b>	1	2	3	4	5
1. The organization knows why change is necessary					
2. There is a clear goal for the results of the change					
3. Management is set to carry through the necessary organizational changes					
4. Management ensures that necessary resources are available for the change process					
5. Management gives the change priority in relation to other projects					
6. The motivation among my colleagues for changes is high					
7. Management provides the necessary knowledge and openness to succeed with the change					
8. There is ongoing support for the change in the management team					
9. Middle managers and key employees support the change					
10. Management reacts if employees do not meet the expectations associated with the change					



In evaluating the result, areas with scores of 4 or 5 are considered satisfactory. For areas with a score of 3, there is evidence of inadequate commitment. In areas with scores of 1 or 2, these are indicating that the change could fail and therefore the project manager needs to pay special attention-

Areas in which the project manager scores the organization to 1 or 2, are summed up in a list. Areas with a score of 3 can be included, if it is found necessary. Based on this list, the project manager will be able to prepare for any challenges in the supply chain innovation project.



## **Benefits**

The advantage of this tool is that it draws the attention of the project manager to areas of great importance in the planning of a supply chain innovation project.

## **Output**

The output of this tool is a list of areas that need attention by the project manager and possibly by the management to ensure that they will not have a negative effect on the implementation. It is a tool for self-assessment of the organization's readiness for change as well as a tool that provides input to the implementation and evaluation of supply chain innovation projects.