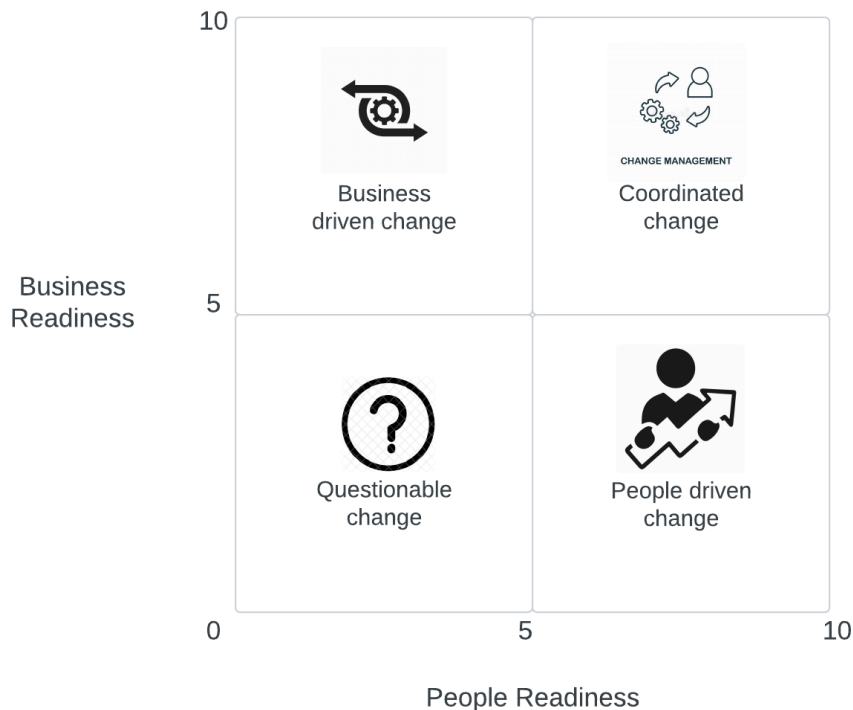# Your Action Plan: People-Driven Change

Great job! You've landed in the People-Driven Change quadrant!

This means your team recognizes that change is needed, but the drive at the business level might not be fully aligned yet. No worries, though—this is entirely fixable! In this quadrant, the key to success is building momentum from the leadership side while empowering the people who will execute the plan.

Here's your step-by-step action plan to kickstart your people-driven change management journey:

Step 1: Establish the Business Drive Through Coaching

What you need:

To move forward, your leadership team must champion the change from the top. With the right coaching, the business drive will align, and everyone will be on the same page.

Why it's important:

Coaching engagements help leaders understand their critical role in driving change forward. This is about aligning them to be the strong support system needed to make it a success.

What we offer:

- Coaching for 1-2 quarters to get leadership on board with driving the change.
- Goal-setting workshops to align your leadership with the new structured frameworks/methodology.
- Guidance on leading through change and helping them lead by example.

Tip: Leadership alignment is critical. If they're behind the process, the rest of the team will follow!

Step 2: Build Leadership's Role in Adoption

What you need:

Adoption requires a strong, dedicated leader who can ensure the transformation succeeds.

Why it's important:

Even though your people are on board, there needs to be a driving force at the top to ensure the new frameworks/methodologies are implemented effectively across all levels.

What we offer:

- Strategic leadership training on how to steer adoption with clarity and commitment.
- Ongoing support for 3-4 quarters to ensure consistent leadership presence.
- Leadership coaching that emphasizes the importance of top-down engagement for change to work.

Tip: Success depends on clear leadership communication—ensure leaders stay involved and visible throughout the process.

Step 3: Ongoing Coaching for 3-4 Quarters

What you need:

Now that leadership is aligned, it's time to keep the momentum going with consistent coaching for the team.

Why it's important:

You'll need continuous support to stay on track and address any challenges.

What we offer:

- Coaching for the first 3-4 quarters to ensure consistent improvement.
- Quarterly check-ins with experts to review progress, adjust goals, and optimize performance.
- Practical support when encountering roadblocks in implementation.

Tip: Regular coaching will keep everyone engaged and help your team move from understanding to execution.

Step 4: Product Training

What you need:

Your team needs to feel confident using the platform, so product training will be key to their success.

Why it's important:

Familiarizing your team with the platform will help them integrate the framework into their daily tasks, making tracking and progress easier to manage.

What we offer:

- Product training for teams to get comfortable using the software and systems.
- Hands-on training for each department to help them adopt the platform at their own pace.
- Ongoing support for any technical questions.

Tip: Training is a step towards making change a part of your team's DNA—it's not just about the tool but how they use it every day.

Step 5: Configuration Assistance

What you need:

Your platform must be tailored to match your business processes, goals, and needs.

Why it's important:

A customized system ensures relevance and alignment with your company's goals and processes, maximizing impact.

What we offer:

- Product configuration support to help adjust the tool to fit your unique needs.
- System integrations with your existing tools to streamline workflows.
- Custom adjustments to optimize the tool for your team's specific requirements.

Tip: A tailored setup ensures the platform fits seamlessly into your processes, saving time and increasing efficiency.

Step 6: Address Product Gaps

What you need:

There might be a few minor gaps in the product that need to be addressed to make sure it fits your specific needs.

Why it's important:

Proactively fixing product gaps ensures a smooth adoption and avoids future frustration.

What we offer:

- Address any product gaps through workarounds or roadmap accelerations.
- Continuous improvement to make sure the system stays aligned with your goals.

Tip: Identifying and resolving gaps early will keep your team focused and motivated.

Your People-Driven Change Checklist

Here's your handy checklist for moving through the People-Driven Change phase:

1. Engage leadership in coaching—Ensure they are aligned and committed.
2. Empower a dedicated leader to drive change management success from the top.
3. Ongoing coaching for 3-4 quarters to maintain momentum.
4. Train your team on the platform to ensure effective adoption.
5. Configure the platform to fit your unique needs.
6. Address any product gaps to streamline adoption.

What's Next?

You've made it! With this plan in hand, you're well on your way to successfully adopting new frameworks/methodologies.