**LEADING STRATEGIC CHANGE**

**Learning Outcome 2: ACTIVITY 3**

**Organisational readiness and resilience**

#### In pairs/small groups

Consider the **organisational readiness** for change questions identified in in the study guide by Balogun and Hope Hailey.

* How much support exists for the change among staff groups and other key stakeholders?
* How aware are different staff groups and stakeholders of the need for change?
* How willing and motivated are they to make the change?
* How might different staff groups or stakeholders respond to the change?
* Where might resistance emerge and why?

Prepare a short proposal or plan that shows how information against the questions could be collected. What methods and approaches could be used?

Then consider the **organisational resilience** competencies as identified in the study guide by Kelly, Hoopes and Connor.

Prepare a short proposal or plan that shows how these competencies could be measured or assessed. What methods and approaches could be used?

How does considering the organisation’s readiness and resilience to change help with understanding the impact of the change on organisational objectives?

Prepare a short presentation on your findings.