



# Organizational Change Challenge™

## TEAM DEVELOPMENT

Promote an effective change process through collaboration and teamwork

**U**ntlock the secret of synergy and organizational change management.

### WHAT IS THE ORGANIZATIONAL CHANGE CHALLENGE?

Developed by Dr. Janet L. Szumal, the *Organizational Change Challenge* is an exercise that combines the opportunity for improving change management skills as well as teamwork. Specifically, the exercise challenges participants to identify the optimal sequence for carrying out 17 activities relevant to a successful change process.

### HOW DOES THE ORGANIZATIONAL CHANGE CHALLENGE WORK?

Solutions to the *Organizational Change Challenge* are developed first on an individual basis and then as a group. Individual and team solutions are then compared to the recommended solution and rationale based on the organizational development and organizational change literature.

Comparisons between participants' individual solutions and the recommended solution indicate how well they utilized their knowledge, experience, and skills with respect to change management and complex problem solving. Comparisons between participants' individual scores and their team's score indicate whether they were able to achieve synergy by fully using and building on their collective knowledge and skills.

The *Organizational Change Challenge* takes approximately 1½-3 hours to complete, including scoring and debriefing.

### APPLICATIONS

The *Organizational Change Challenge* can be used as an icebreaker, overview, central activity, wrap-up or summary activity, pre-test/post-test, or follow-up activity for programs focusing on:

- Organizational change
- Team building

The exercise can also be used as a basis for:

- Evaluating and improving existing organizational change plans and processes
- Preparing for a merger or acquisition
- Preparing to implement a strategic initiative
- Planning for culture change

### WHO SHOULD EXPERIENCE THE ORGANIZATIONAL CHANGE CHALLENGE?

This exercise is appropriate for executives, managers, organization development and human resource specialists, and others who are responsible for organizational change.