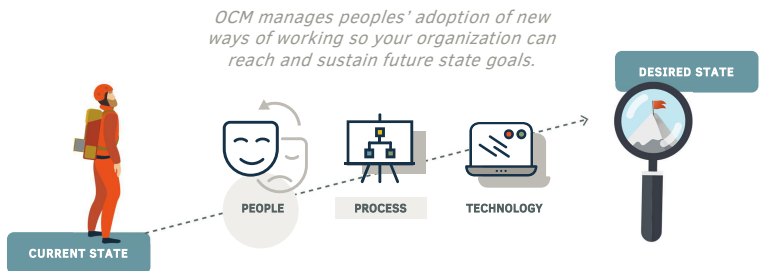




# Organizational Change Management (OCM) – Successfully Leading Change

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## What is Organizational Change Management?



Organizational Change Management  
**OCM PROCESS**



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## Change Fundamentals What we've learned about change

HUMANS ARE WIRED TO REACT TO CHANGE



DIFFERENT REACTIONS TO THE SAME CHANGE



CHANGE MAY INVOLVE FEELINGS OF LOSS



CHANGE IS CONSTANT



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## TIE Model

Responding to the change fundamentals

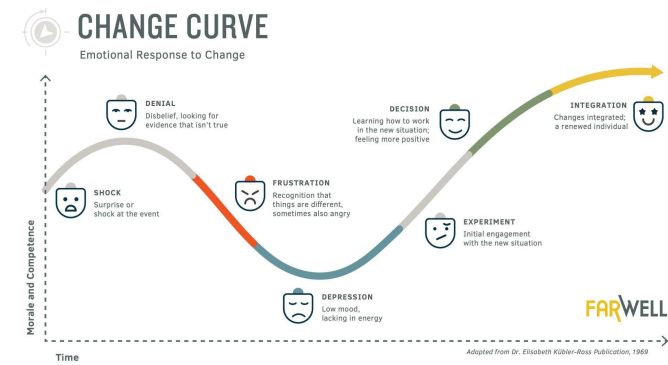
**T**RANS PareNCY

**I**NCLUSION

**E**MPATHY



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## Holistic Approach to Change



## Holistic Org. Change Management Approach



Vision + Leadership	WIIFM*	Skills	Resources	Plan + Sustain
<i>Sponsors are actively and visibly supporting the changes. Leaders and employees understand the vision.</i>	<i>Individuals understand how they will benefit.</i>	<i>Individuals have the values, skills, and mindsets to operate in the new ways of working.</i>	<i>Appropriate resources are dedicated and committed to support the change.</i>	<i>Leaders and employees understand the approach and roadmap for getting to future state.</i>

**SUCCESSFUL CHANGE**

\*WIIFM = What's In It For Me

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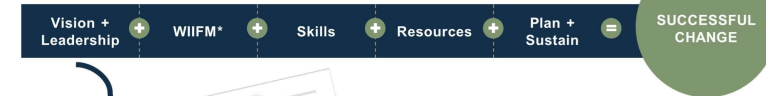
## Leading Change – Common Gaps & Outcomes

Vision + Leadership	WIIFM*	Skills	Resources	Plan + Sustain	Outcome
! +	WIIFM +	Skills +	Resources +	Plan + Sustain =	CONFUSION
Vision + Leadership +	! +	Skills +	Resources +	Plan + Sustain =	RESISTANCE
Vision + Leadership +	WIIFM +	! +	Resources +	Plan + Sustain =	ANXIETY
Vision + Leadership +	WIIFM +	Skills +	! +	Plan + Sustain =	FRUSTRATION
Vision + Leadership +	WIIFM +	Skills +	Resources +	! =	FALSE START

\*WIIFM = What's In It For Me

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## Change Readiness Checklist



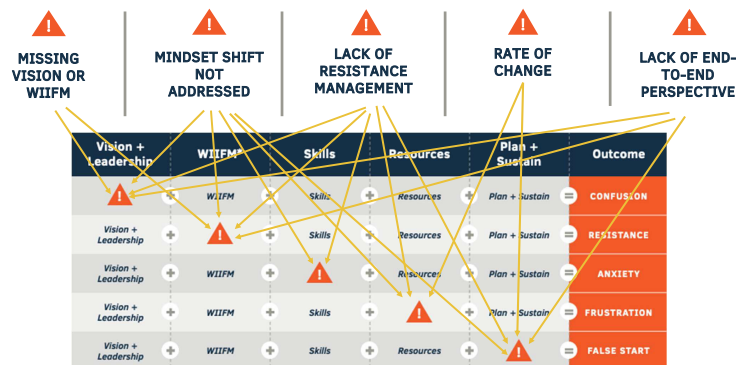
LEADERSHIP CHECKLIST FOR CHANGE THAT STICKS

FOCUS AREA	Change readiness indicators	Leadership role
1. Sponsorship/Leadership	<input type="checkbox"/> Leaders feel equipped to lead the change and are actively supporting their people. <input type="checkbox"/> Leaders are encouraging two-way communication and regularly address feedback.	<input type="checkbox"/> Activate leaders and ensure they are visible throughout the initiative. <input type="checkbox"/> Cascade sponsorship through all leadership levels. <input type="checkbox"/> Engage and communicate with teams.

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## Addressing the Issues Using the Holistic OCM Approach



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## Key Takeaways

### OCM Enables Successful Change

- Be aware of the **change fundamentals** and incorporate **TIE** to address the fundamentals
- Understand where team members are along the **change curve** and apply OCM to help move them along
- Take a **holistic OCM approach**
  - Use the Readiness Checklist



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## Let's Connect

Rachel - LinkedIn

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<https://gofarwell.com/>

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