



# Change Management Health Check



# Instructions

Rate your current transformation initiative against each element below using the following scale:

- 1** = Major gaps/concerns
- 2** = Some gaps/concerns
- 3** = Partially in place
- 4** = Mostly in place
- 5** = Fully in place/effective

## 1. Vision & Strategy

- Clear compelling vision that connects to your business strategy
- Well-defined success measures and KPI's
- Future state clearly articulated
- Change impact understood across the organisation
- Strategic risks identified and managed

**Section Score**

**/ 25**



## 2. Leading Change

- Active and visible executive sponsorship
- Clear governance structure and accountabilities
- Leaders aligned and consistently supportive
- Adequate resources allocated
- Regular executive engagement with employees

**Section Score**

**/ 25**

## 3. Communication

- Clear communication strategy and plan
- Key messages defined and consistently delivered
- Two-way communication channels established
- Regular progress updates provided
- Employee feedback actively sought and addressed

**Section Score**

**/ 25**

## 4. Culture & Behaviours

- Desired culture and behaviours defined
- Current cultural barriers identified
- Leadership modelling desired behaviours
- Recognition/reinforcement mechanisms in place
- Employee engagement levels monitored

**Section Score**

**/ 25**

## 5. Resistance Management

- Resistance points identified and mapped
- Mitigation strategies developed
- Manager support for handling resistance
- Employee concerns actively addressed
- Change impacts assessed and managed

Section Score

 / 25

## 6. Training & Development

- Skills gaps assessed
- Training strategy developed
- Learning resources available
- Manager capability built
- Effectiveness measured

Section Score

 / 25

## Overall Assessment

Total Score  / 150

### Scoring Guide

- **120-150:** Strong foundation for success
- **90-119:** Good progress but key gaps to address
- **60-89:** Significant improvement needed
- **Below 60:** Major risks to transformation success

## Key Insights:

What patterns do you notice?

---

---

---

Where are your biggest gaps?

---

---

---

What immediate actions could improve your scores?

---

---

---

## Priority Areas for Action

1.

---

---

---

---

2.

---

---

---

---

3.

---

---

---

---

# Ready for change?



**We're ready to help.**

Scan here or contact our Change  
& Transformation Director at

**Gemma\_OHara@ajg.com**

**[ajg.com/employeeexperience](https://ajg.com/employeeexperience)**



**Gallagher**

Insurance | Risk Management | Consulting