



ASPIRE

ASPIRE Change Management

Framework Introduction

Readiness, Methodology & Tools

Bev Andrews

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Welcome ASPIRE Change Management

To desire is to obtain; to aspire is to achieve.

James Allen
(British Author 1864-1912)



What is ASPIRE Change Management?

Putting people at the heart of change management.

Unlike other consultancies, ASPIRE specialises only in change management. We provide end-to-end change management, which includes strategy, planning, delivery and capability development. Working strategically and tactically, ASPIRE leverages your processes and tools and engages your employees on the journey.



Change Management Advisory Services

Experienced change management specialists who deliver positive business transformations.



Change Management Organisational Training

Teaching you the skills and tools to successfully manage change within your organisation.

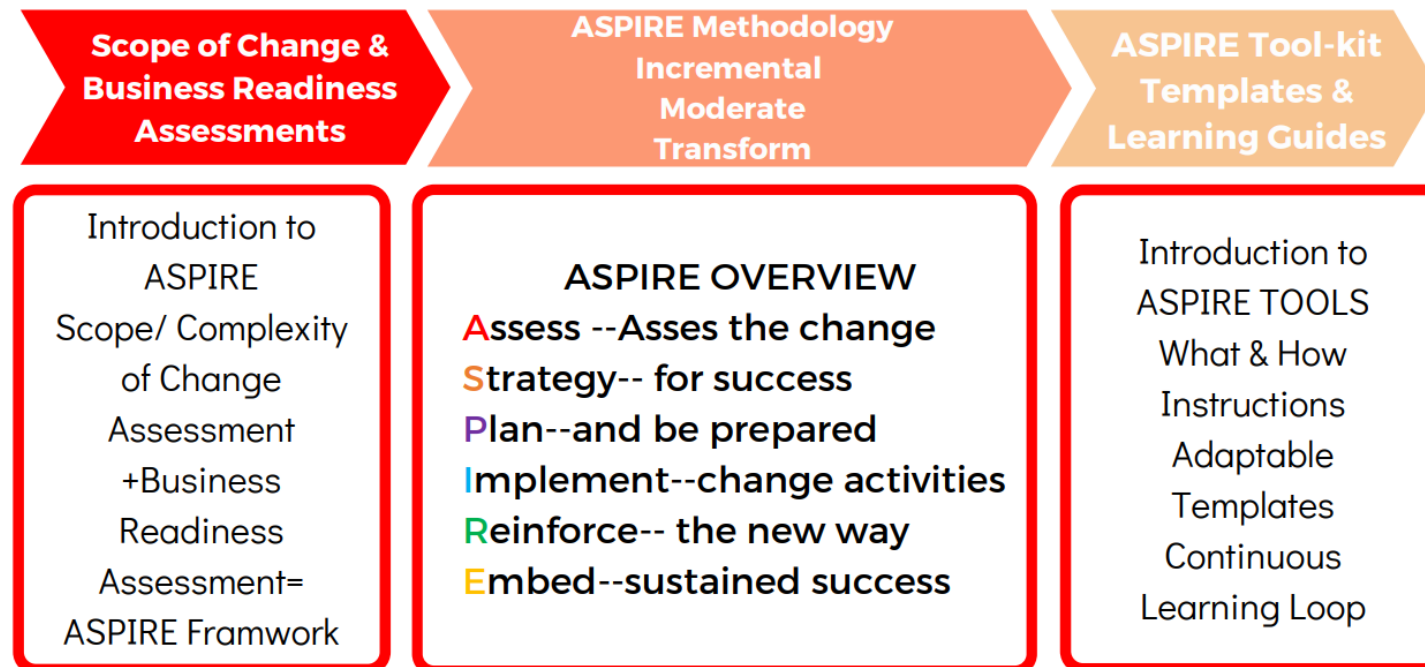


ASPIRE Me Professional Development & Mentorship

The ASPIRE Me Mentoring program supports you in developing your career as a change management professional.

Introducing the ASPIRE Change Management Framework?

The ASPIRE Change Management Framework guides successful change within all business settings and provides the foundation for our advisory services as well as our training and mentorship programs.



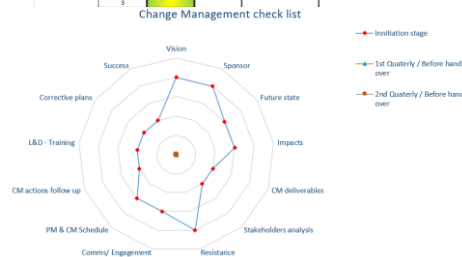
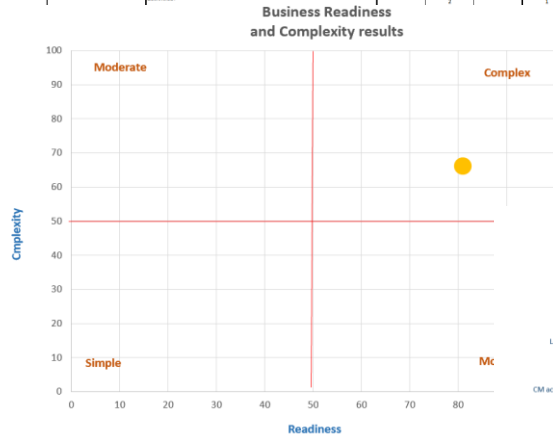
Step 1: Scoping Impact Complexity & Business Readiness

Easy to use tool for identifying the complexity of the change and your organisations capacity to execute a smooth business transition

Scope of Change & Business Readiness Assessments

Introduction to ASPIRE Scope / Impact Complexity Assessment + Business Readiness Assessment = ASPIRE Framework

Business Readiness & Complexity Assessment									
Readiness Factors:	Readiness Questions	Readiness Status Rating			Degree of Complexity		Overall Rating	Factor Rating	Average of Readiness and Complexity
		3 = Fit for Purpose	2 = Some gaps/concerns	1 = not to place	3 = Fit for Purpose	2 = Some gaps/concerns			
1	Vision Is it clear how this technology supports your organisations vision? Can the sponsor and leadership group articulate what the changes are at a high level?	1	2	3	1	2	3	6	1.50
2	Business Benefits Are the business benefits clearly defined and measurable? Is there a compelling need / reason to execute the project? Are the consequences of success clearly identified, understood and communicated? Has the success criteria been identified?		1	2	1	2	3	7	1.17
3	Funding and Resourcing Has the organisation identified business representatives/resources to work with the project team during the life cycle of the project? Has the organisation identified business representatives/resources post the project go-live timeframe to support staff post the system deployment? Has any funding been set aside for business implementation and change activities?	1	2	3	1	2	3	8	1.33



Defines type of change:

- Incremental
- Moderate
- Transform

Step 2: Select your ASPIRE Change Management tools

ASPIRE methodology will guide all your change management processes, has a proven track record of increasing your business adoption and benefits by improving levels of competence in the human side of business transformations.

ASPIRE Methodology
Incremental
Moderate
Transform

ASPIRE adapts to PMBOK, AGILE and all types of hybrid project or deployment processes, scaling up or down to be your fit for purpose tool



ASPIRE Methodology provides a process and tools, use as a guide as effective Change Management can never be codified into a rigid set of rules and procedures. It is necessarily agile and adaptive. Each of the ASPIRE elements are adaptable to each individual's capability and the organisations capacity for change.

So welcome to the Methodology of choice for change professionals

Step 3: Select your tailored ASPIRE Tool-kit

Tailored tool-kits with optional extra's to customise your change approach. Use our templates, or create your own. Need some capability development – we offer training, train-the-trainer, coaching and mentoring programs

ASPIRE Tool-kit Templates
&
Learning Guides

**Introduction to
ASPIRE
TOOLS**
What & How
Instructions
Adaptable
templates
Continuous
Learning Loop



**ASPIRE Tool-kit, Templates and
Learning**

The ASPIRE toolkit and support resources are adaptable to meet the unique change characteristics and your individual experience and skills. You adopt and adjust as required.

**Want to know more and how
ASPIRE can support your
organisation, project or you?**

Get in touch!

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