Change is hard. And government changes all the time—just like any other sector or organization.

So, how can you ensure that your change management programs are successful? And how can you improve the effectiveness and efficiency of your processes?

First, you need to understand that change management is the discipline that guides how we prepare, equip and support individuals to successfully adopt change in order to drive organizational success and outcomes.

The following are practical steps to ensure your change management programs are successful:

1. **Vision**: Understanding the organizational outcomes you want to achieve

2. **Sponsorship**: Ensuring senior executive sponsorship to align the organization at all levels

3. **Measures**: Establishing clear indicators to track the success of the change management process

4. **Change Team**: Utilizing cross-functional teams to facilitate implementation

Change management methodologies our survey respondents follow:

- **Association of Change Management (ACM)**: A resource found instrumental in shaping the changes in the organizations
- **Prosci ADKAR**: A research-based, individual change model that specifies the knowledge, skills, and behaviors that individuals must achieve in order to change successfully
- **Six Sigma**: A process used in businesses that improves efficiency and reduces waste

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Here are four pillars of successful change:

- **Vision**: Understanding the organizational outcomes you want to achieve
- **Sponsorship**: Ensuring senior executive sponsorship to align the organization at all levels
- **Measures**: Establishing clear indicators to track the success of the change management process
- **Change Team**: Utilizing cross-functional teams to facilitate implementation