



SAMPLE CO.

CHANGE ACCELERATOR
JANUARY 2024 • PARTICIPATION RATE: 91%



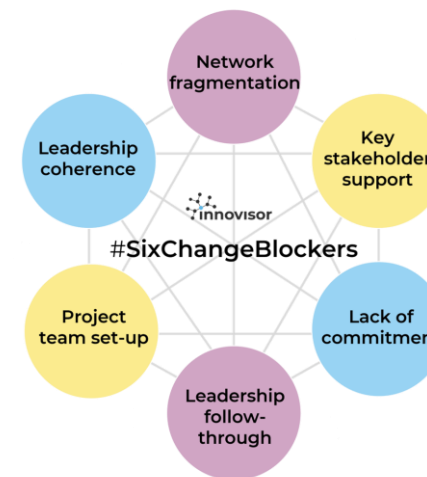
READING GUIDE

ACCELERATE YOUR CHANGE SUCCESS

The report empowers you to succeed with change.

The report is organized in three sections.

All recommendations are built on Innovisor #SixChangeBlockers[©] intelligence.



SECTION

CHANGE BLOCKER #1

CHANGE BLOCKER #2

CHANGE BLOCKER #3

CHANGE BLOCKER #4

**LEADERSHIP
TEAM
COHESION**

**ORGANIZATIONAL
NETWORK
FRAGMENTATION**

**SUPPORT OF
KEY
STAKEHOLDERS**

**COMMITMENT OF YOUR
ORGANIZATION**

1 THE WHAT What do you need to succeed with change?

2 THE HOW How to combat your change blockers?

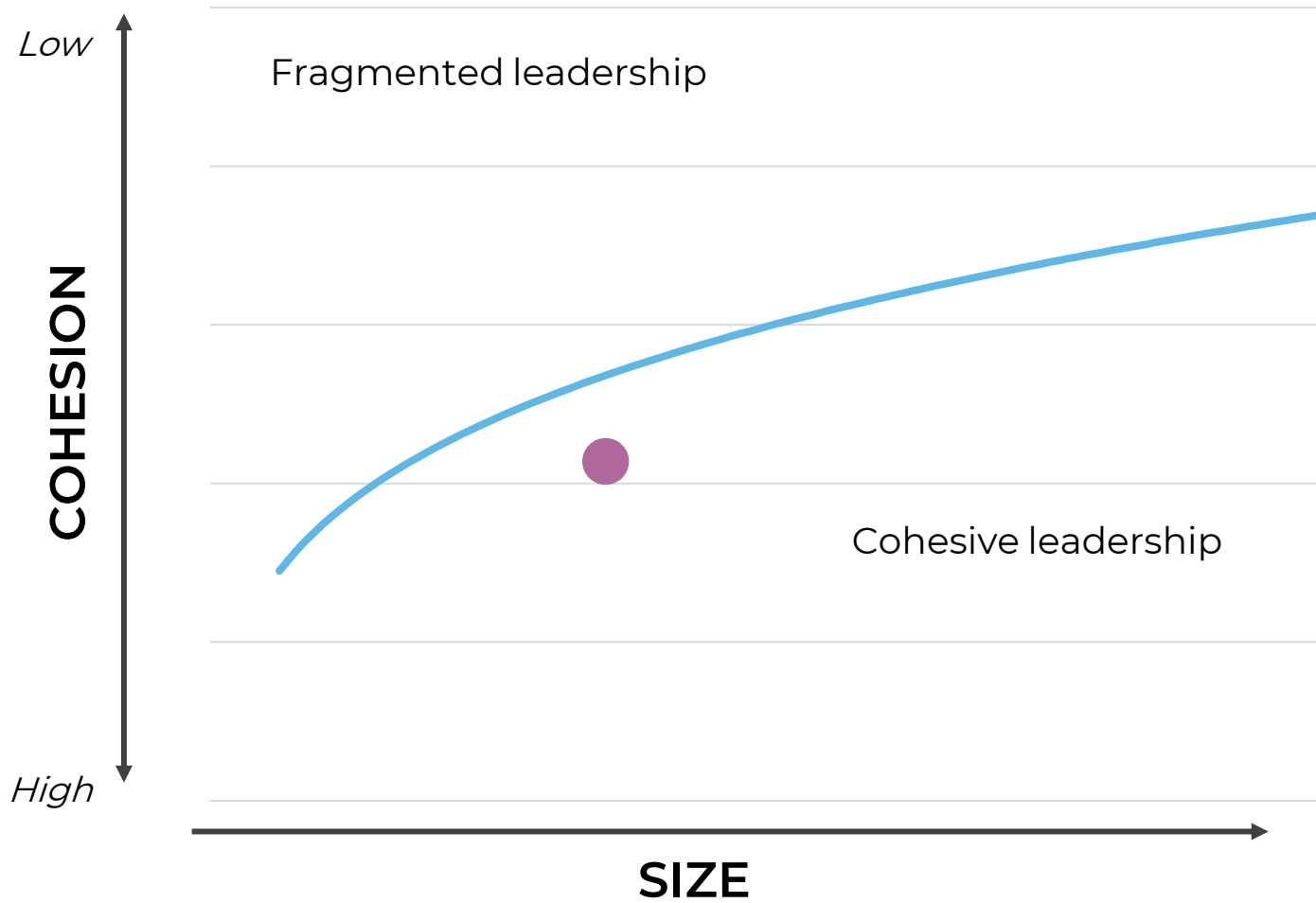
3 THE WHO Who must you engage to succeed with change?


A network diagram consisting of numerous grey dots (nodes) connected by thin grey lines (edges), forming a complex web of connections. The diagram is positioned at the top and bottom of the slide, framing a central light blue band.


SECTION 1

WHAT DO YOU NEED TO PRIORITIZE TO SUCCEED WITH CHANGE?



CHANGE BLOCKER #1 – LEADERSHIP TEAM COHESION IS YOUR LEADERSHIP TEAM WELL-CONNECTED?



 **INNOVISOR BENCHMARK**

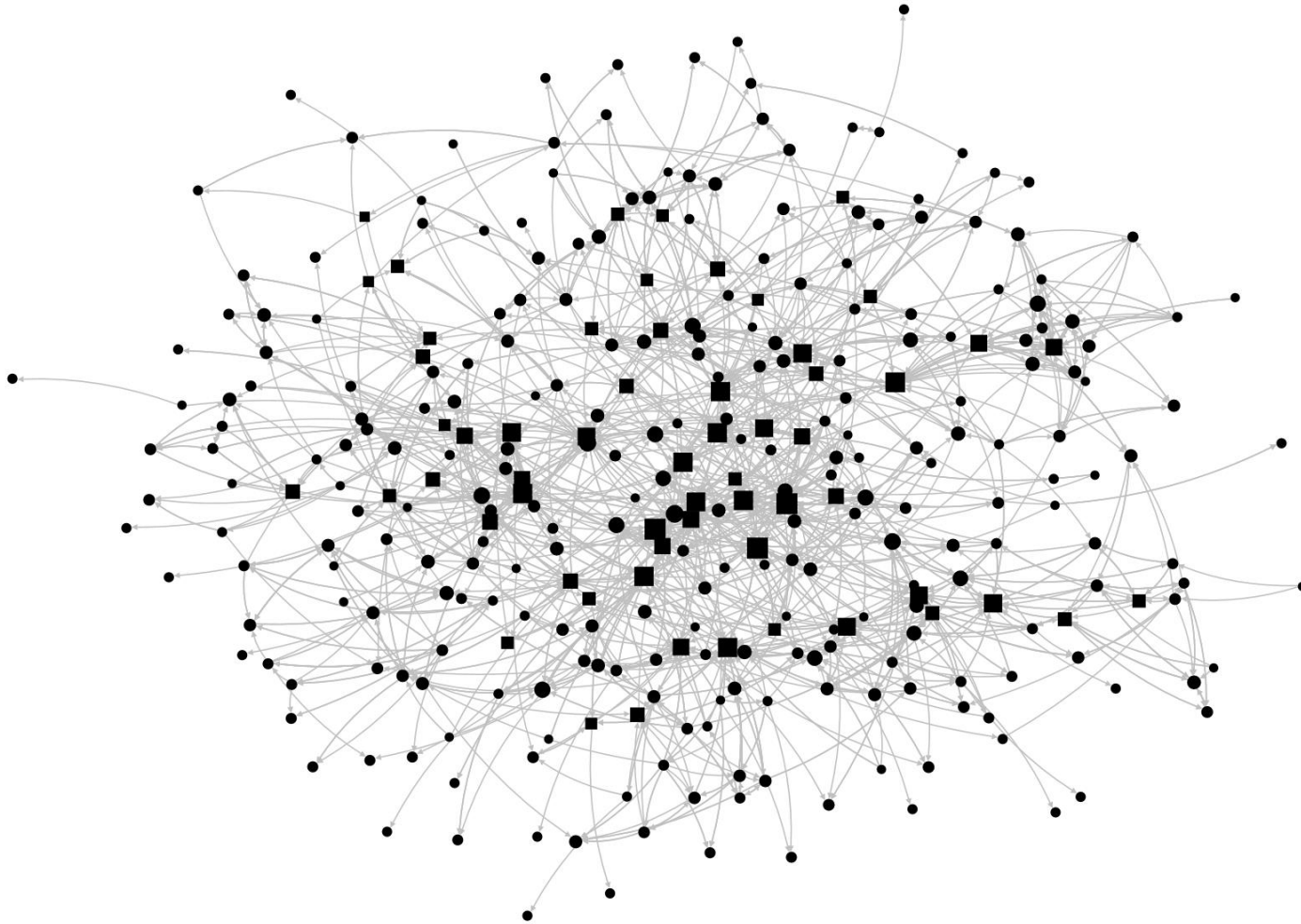
 **You are X% better than benchmark**

HOW TO READ THE GRAPH?

-  Innovisor Benchmark
-  MOCK CO Leadership

CHANGE BLOCKER #2 – NETWORK FRAGMENTATION

ARE YOUR INTERNAL NETWORKS FRAGMENTED?



INNOVISOR BENCHMARK



X% faster ripple speed than benchmark



X% of your people are NOT sought out by others.

Post-pandemic benchmark is X%

HOW TO READ THE NETWORK VISUAL? *See page 21 for more information*



Based on the questions: (...)

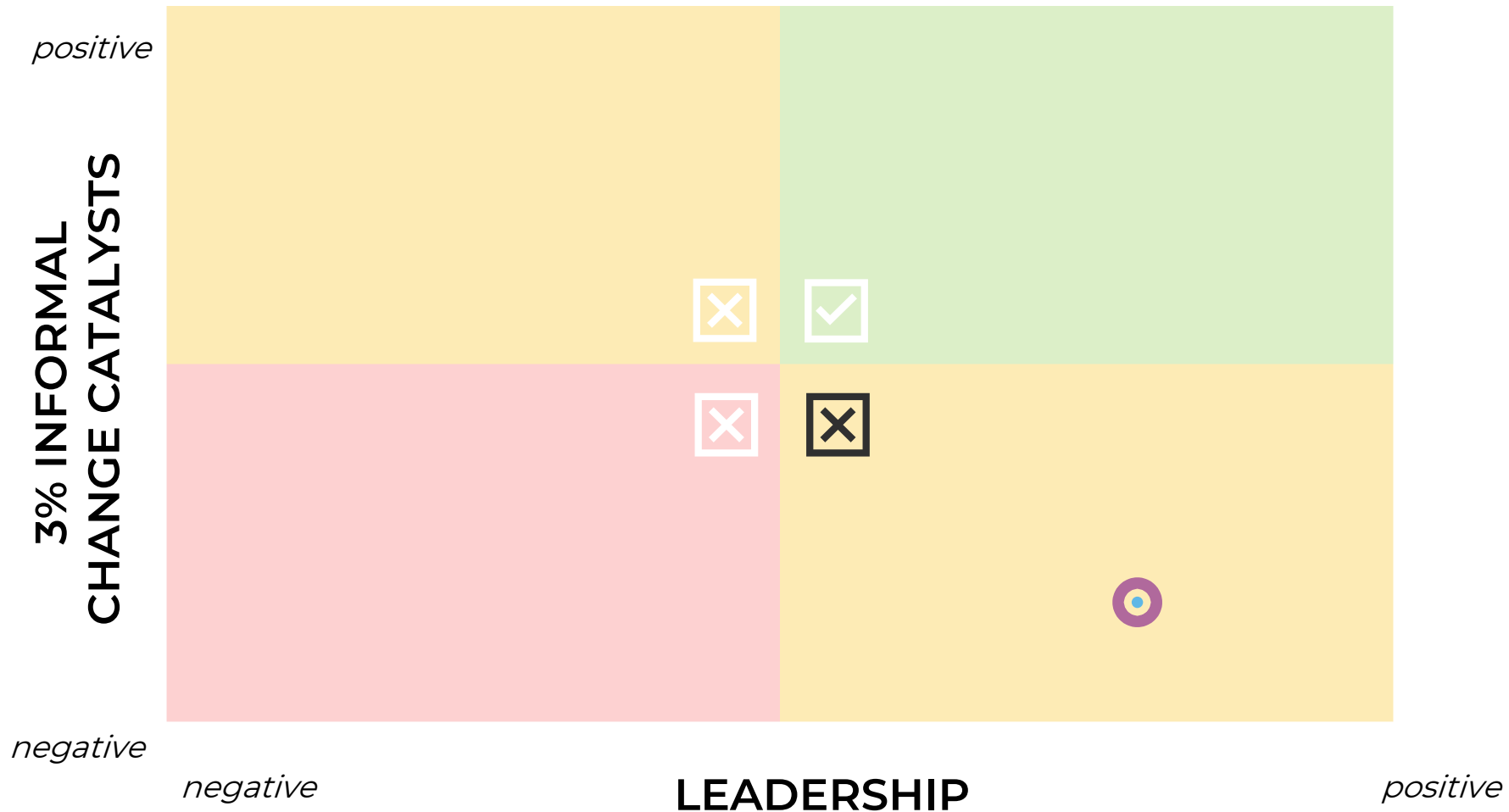
● Employee

■ Leader

↗ Direction of influence

CHANGE BLOCKER #3 – STAKEHOLDER SUPPORT

ARE YOUR KEY STAKEHOLDERS POSITIVE AROUND YOUR CHANGE?

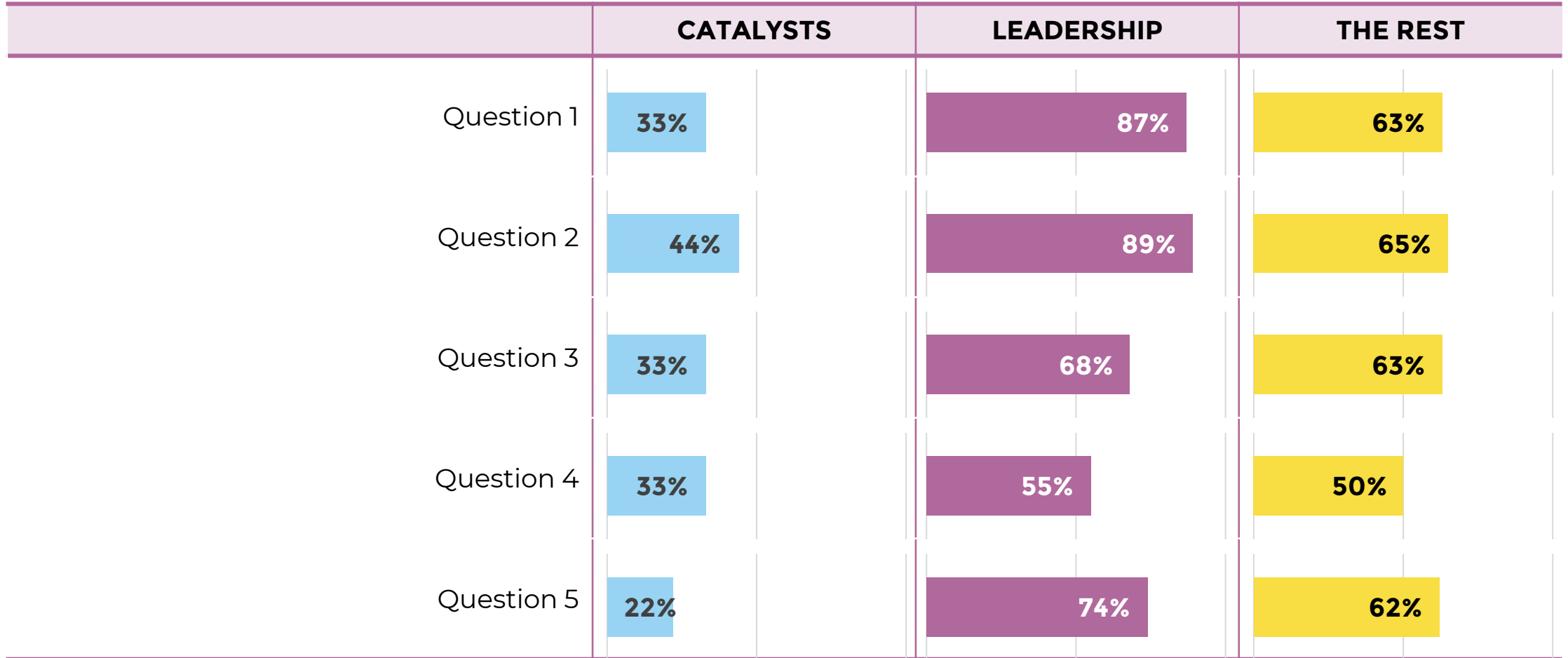


HOW TO READ THE VISUAL?

Based on the responses to the five change questions. See page 7.

CHANGE BLOCKER #3 – STAKEHOLDER SUPPORT

ARE YOUR STAKEHOLDERS POSITIVE AROUND CHANGE?



HOW TO READ THE VISUAL?

? The percentages show the percentage in each stakeholder group that agree or strongly agree with each statement. 'The rest' refers to employees that are not in the group of 'Catalysts'

CHANGE BLOCKER #4 – ORGANIZATIONAL COMMITMENT ARE YOUR PEOPLE COMMITTED TO YOUR COMPANY?

INNOVISOR EVALUATION



You are in the worry zone

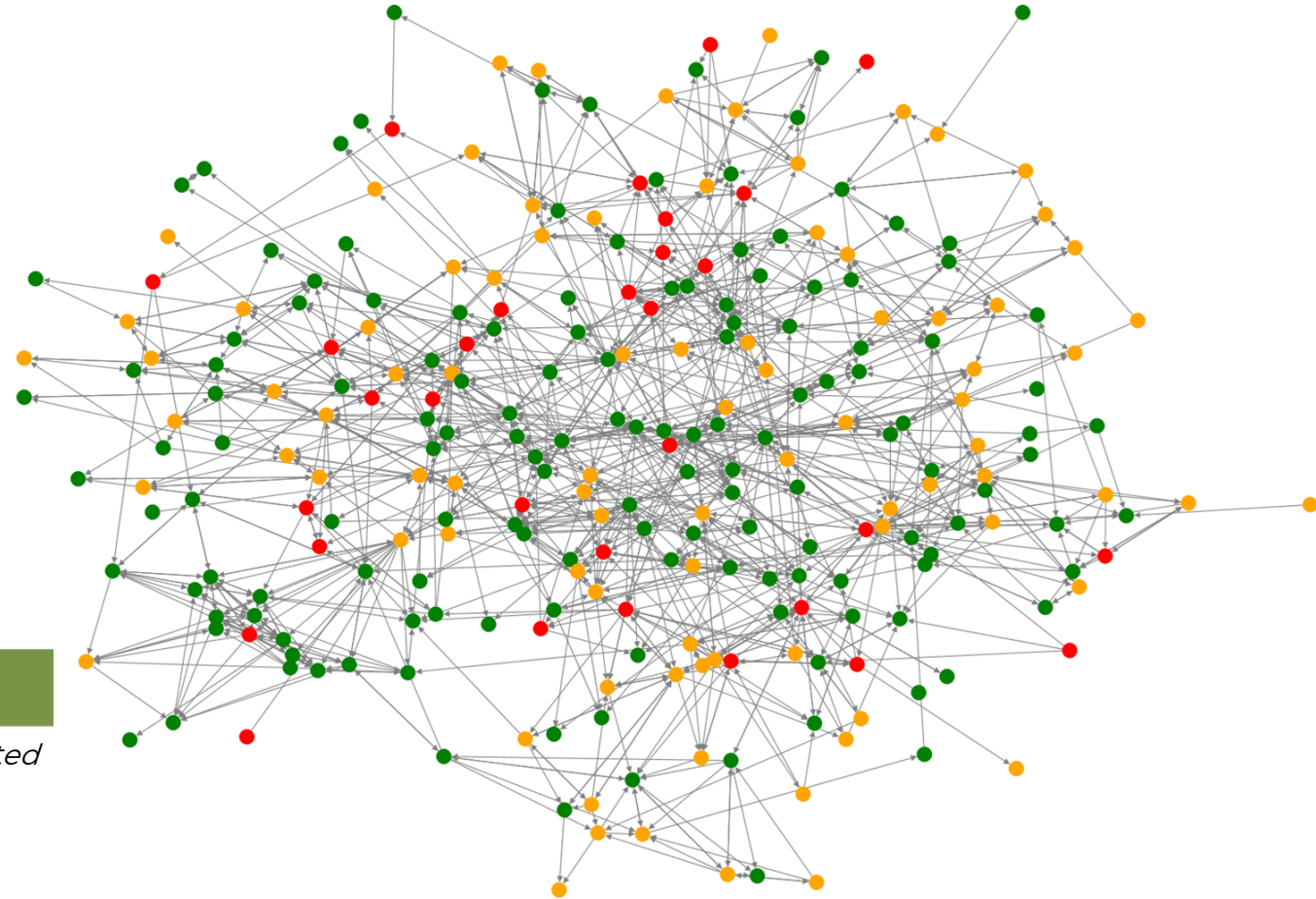
YOU ARE
HERE



X%

uncommitted

committed



HOW TO READ THE NETWORK VISUAL? See page 21 for more information



Influence network is overlaid with the scale question: (...)

● Agree & Strongly Agree

● Neutral

● Disagree & Strongly Disagree

● No response

➤ Direction of influence

SUMMARY: HERE IS WHAT YOU MUST PRIORITIZE YOUR FOCUS ON



INNOVISOR RECOMMENDATION ON WHAT TO PRIORITIZE:



Change Blocker #3:
Key Stakeholder Support



Change Blocker #4:
Organizational Commitment

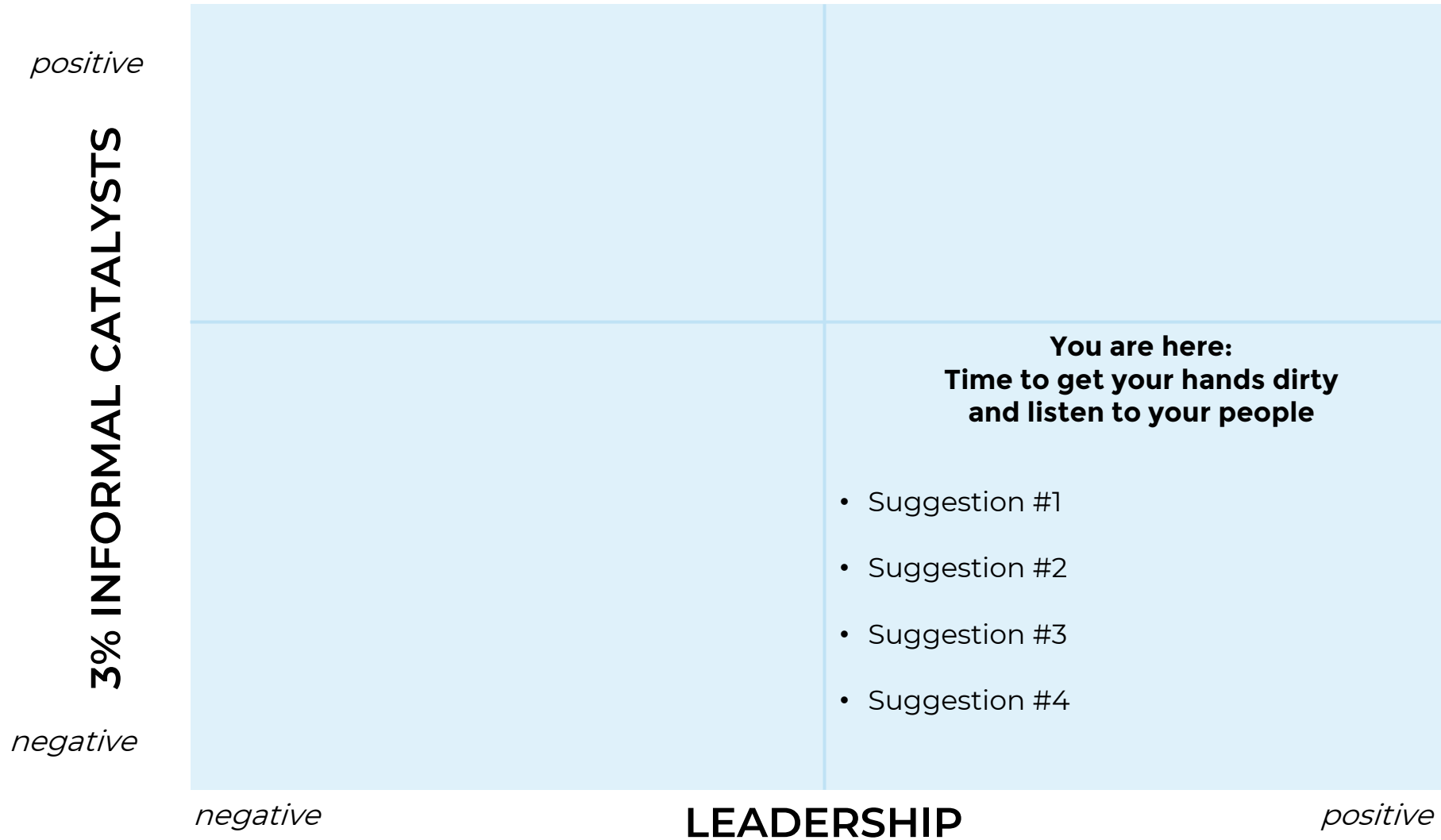
The next section of this report will outline how to work with the recommended focus area(s).



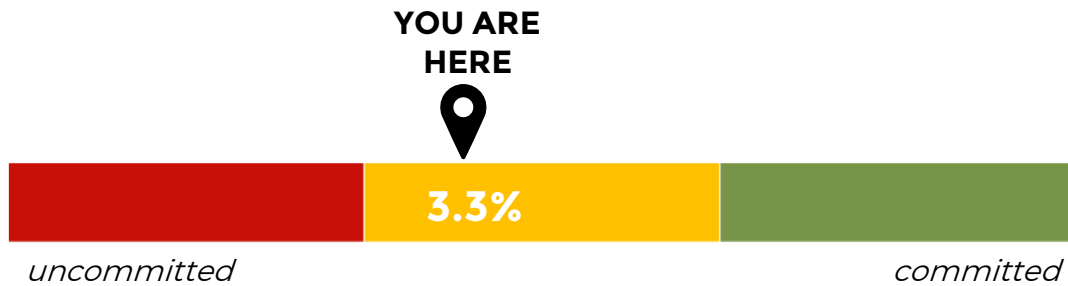
SECTION 2
HOW TO COMBAT YOUR CHANGE BLOCKERS?



HOW: CHANGE BLOCKER#3 - STAKEHOLDER SUPPORT



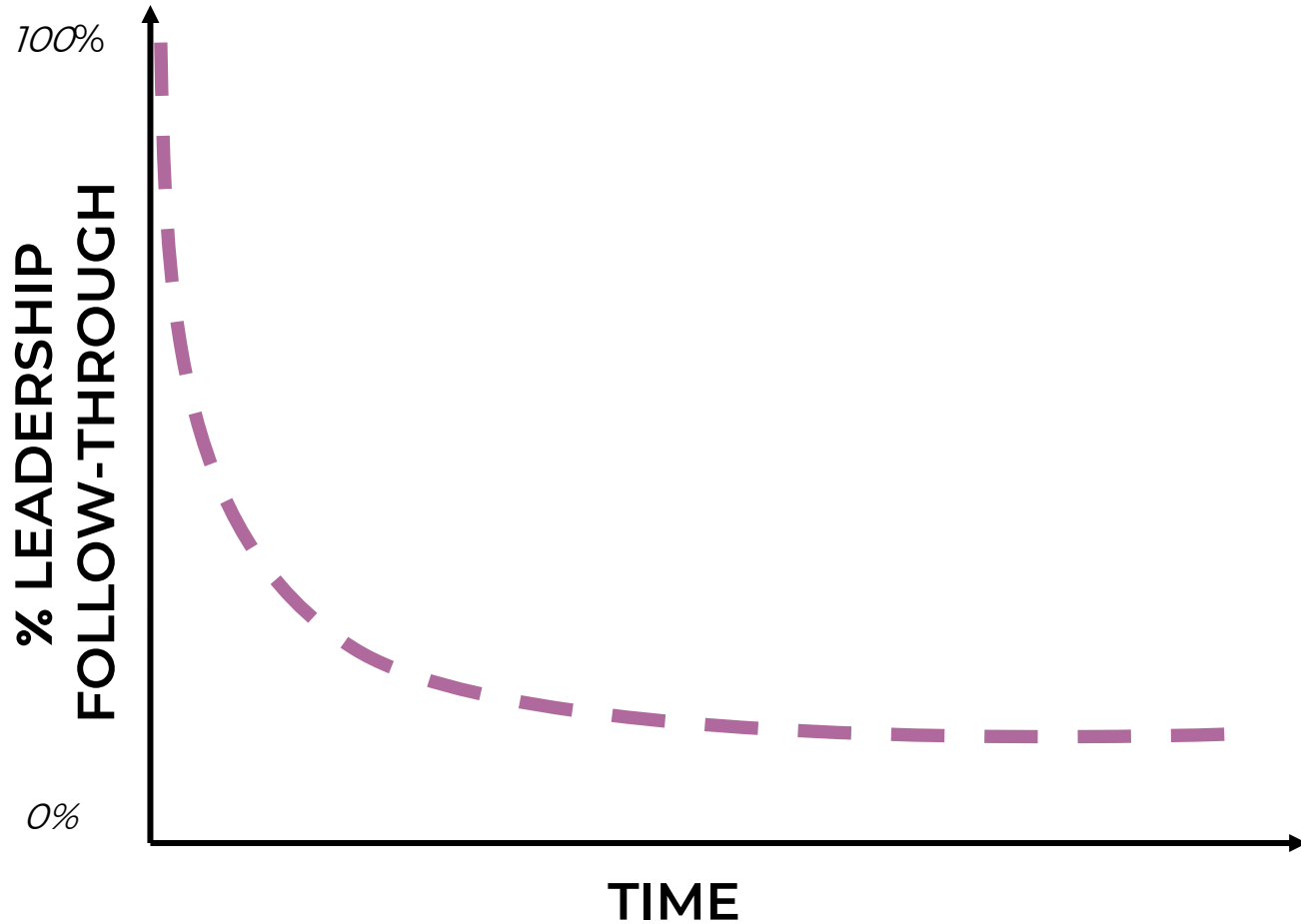
HOW: CHANGE BLOCKER#4 - COMMITMENT



You are in the worry zone:

- Suggestion #1
- Suggestion #2
- Suggestion #3
- Suggestion #4

HOW: CHANGE BLOCKER#5 - LEADERSHIP FOLLOW-THROUGH



Most Change Programs suffer from leaders not following through! Don't be that leader!

- Suggestion #1
- Suggestion #2
- Suggestion #3
- Suggestion #4

Most Change Programs suffer from project teams that are not set up for success over time. Do your best to avoid this! Here is a checklist to help you:

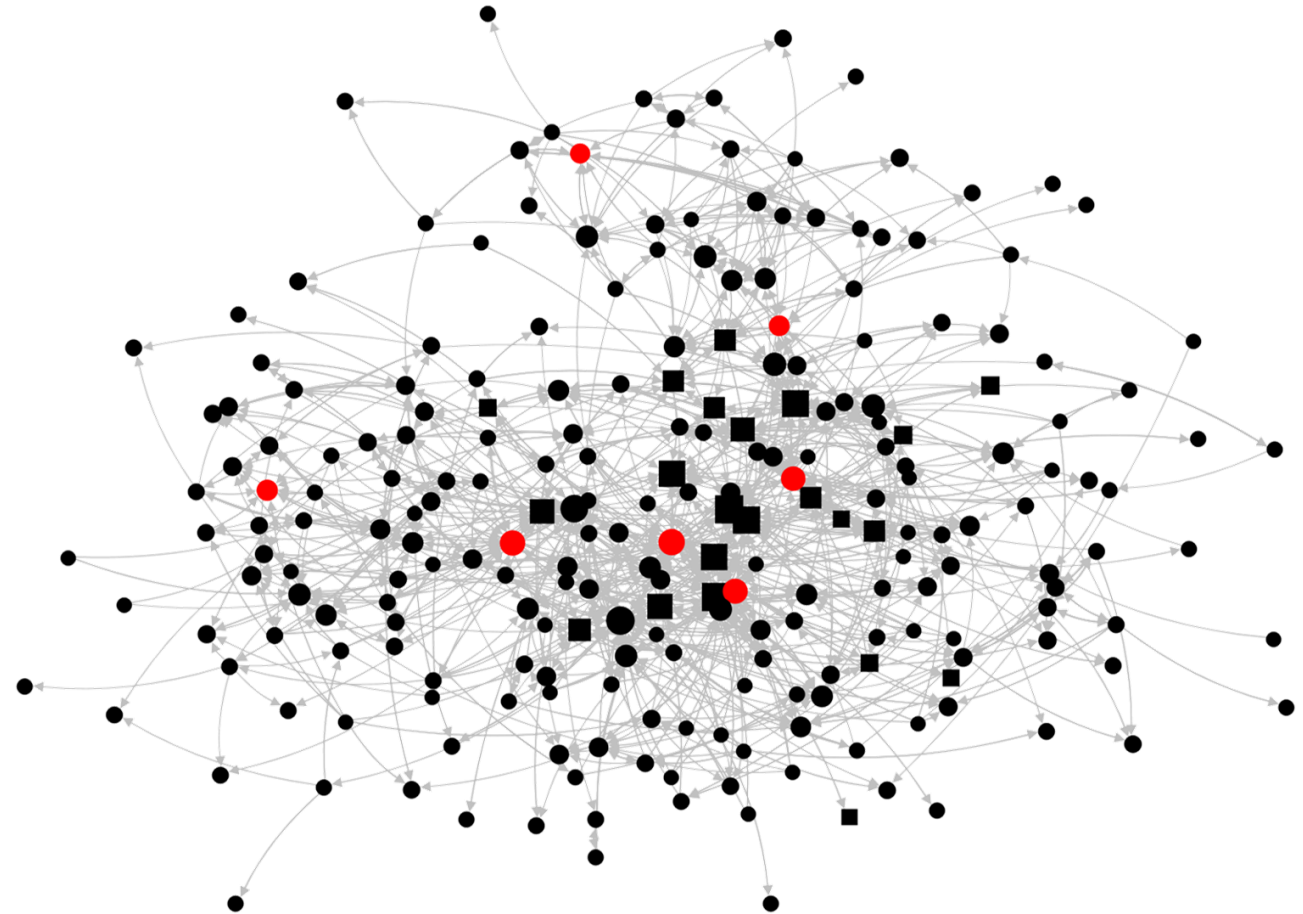
- Suggestion #1
- Suggestion #2
- Suggestion #3
- Suggestion #4



THE INFORMAL CATALYSTS AT MOCK CO.

Name	Department
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Name 1	Marketing
Name 2	Commercial
Name 3	Finance & Accounting
Name 4	Information Technology
Name 5	Human Resources
Name 6	Marketing
Name 7	Risk

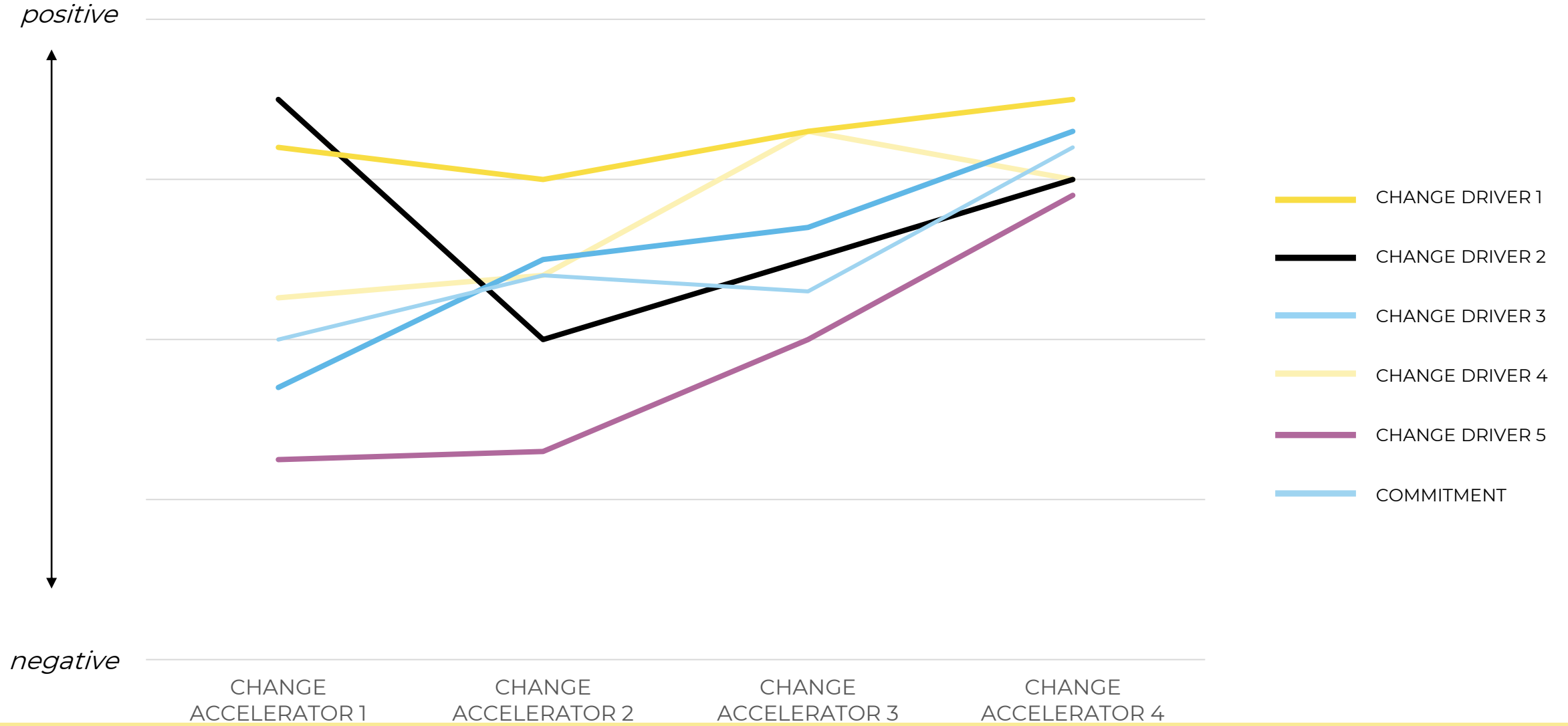


HOW TO READ THE NETWORK VISUAL? See page 21 for more information

Based on the questions: (...)

● Employees
■ Leaders
● Informal Catalysts
↗ Direction of influence

TRACK YOUR PROGRESS





Innovisor is the recognized boutique advisory within organizational network analysis. It delivers its organizational diagnostics products and services to clients across the world. It documented and coined the “Three Percent Rule” for identification of influencers inside organizations.

The clients of Innovisor come in all sizes and from all industries. The one thing they have in common is that they share our belief: if you listen to your people, trust and engage them, there are no limits to what you can achieve as an organization.

Innovisor is committed to the SDGs. Its operations are closely aligned with the two SDG goals to which it can contribute with the greatest impact – no. 4 and 5 – Quality Education and Gender Equality.



INNOVISOR is organized into two geographic areas: North America and Europe

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In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office

FOLLOW INNOVISOR ON:

