

# Tools to Manage Change

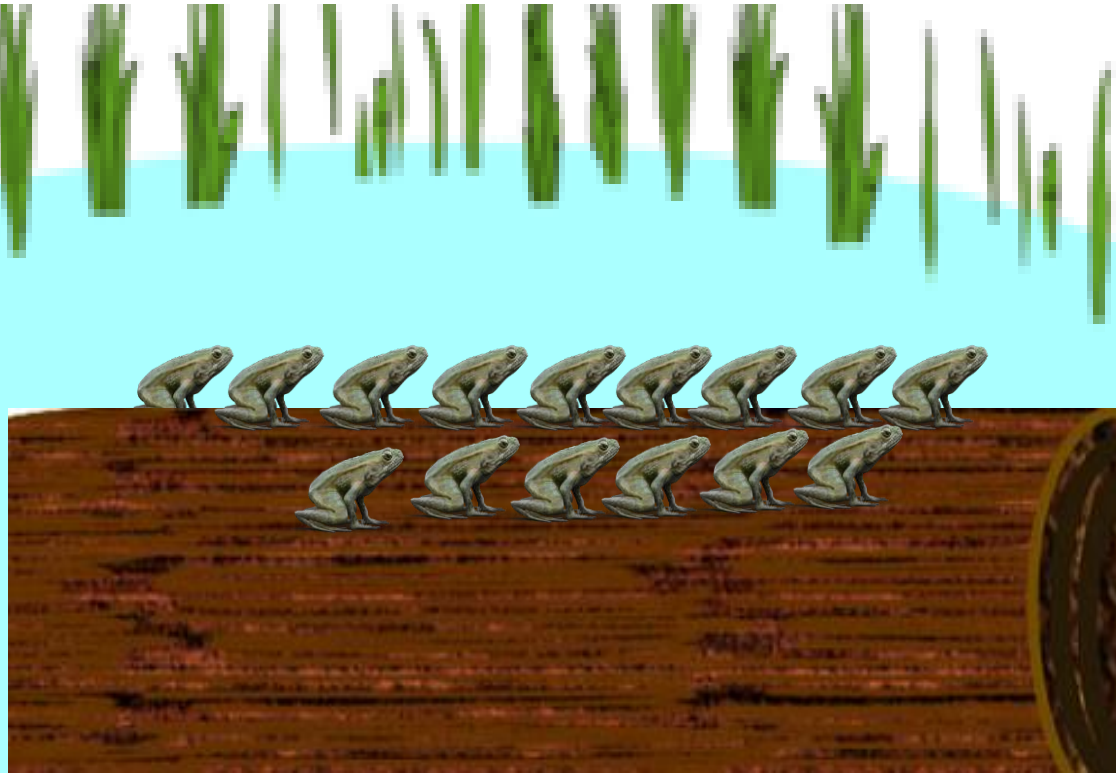
## Reducing Barriers to Success

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Jay Spitulnik, EdM, CPT, ASQ-CSSGB  
Associate Director  
Health Informatics Graduate Program  
Northeastern University

No real or apparent conflicts of interest to report associated with this presentation.



Fifteen frogs are sitting on a log in a pond. Three decide to jump off.

How many are left?

# What is a project?

A project is a temporary endeavor consisting of a sequence of finite dependent activities, undertaken to create a unique product, service, or result, whose successful completion results in the expected organizational value.

# What is project management?

**Project management** is an organized common-sense approach that utilizes the appropriate client involvement in order to deliver client requirements that meet expected incremental organizational value.

# PMBOK® Knowledge Areas

1. Project Integration Management
2. Project Scope Management
3. Project Time Management
4. Project Cost Management
5. Project Quality Management
6. Project Human Resource Management
7. Project Communication Management
8. Project Risk Management
9. Project Procurement Management
10. Project Stakeholder Management

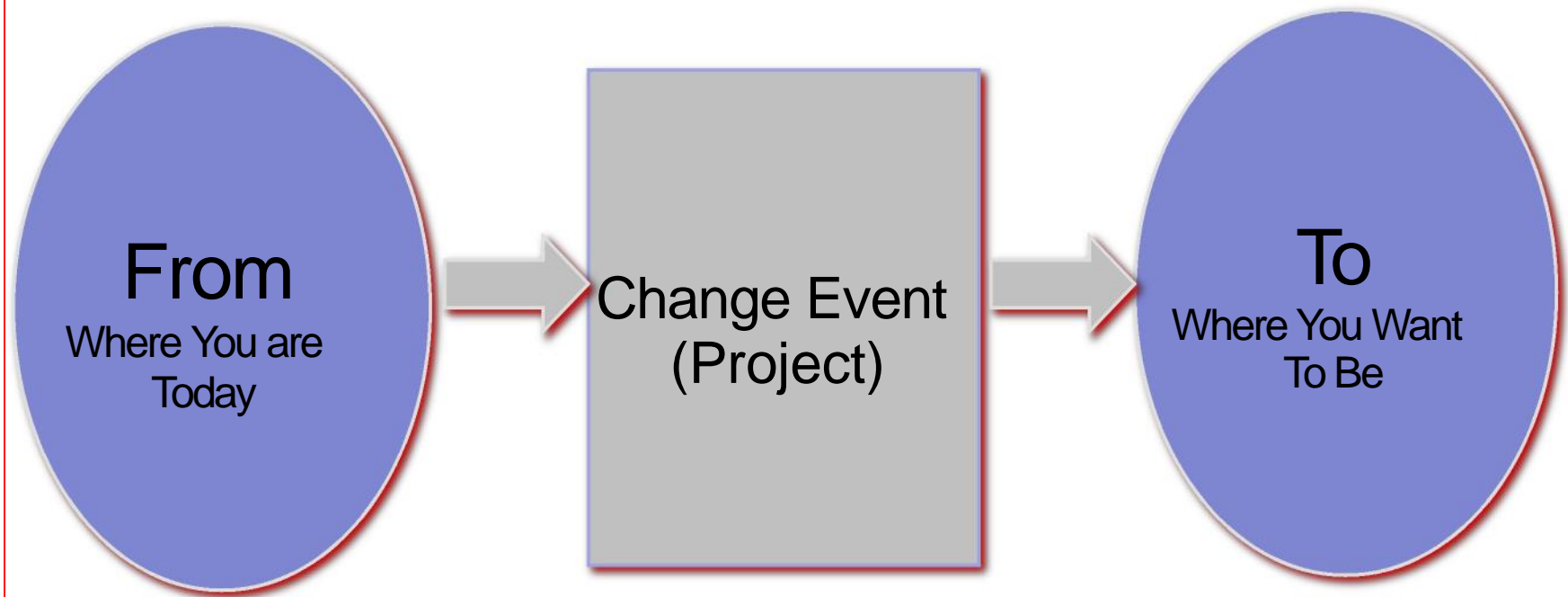
# Spitulnik PM Knowledge Areas

1. Project Integration Management
2. Project Scope Management
3. Project Time Management
4. Project Cost Management
5. Project Quality Management
6. Project Human Resource Management
7. Project Communication Management
8. Project Risk Management
9. Project Procurement Management
10. Project Stakeholder Management
11. Change Management

# Change Management

*From Something To Something Else*

Projects = Change  
Project Management = Change Management  
Project Manager = Change Manager

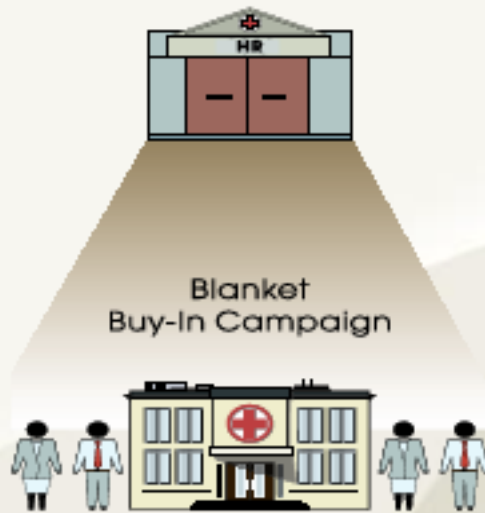


# Planning for Change Management

One Size Doesn't Fit All

*Specific Constituencies Requiring Unique Responses*

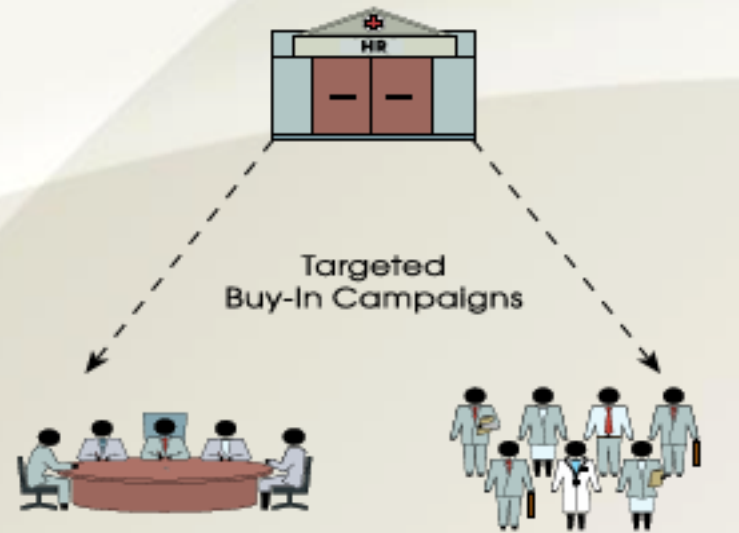
**Current State**



Blanket  
Buy-In Campaign

**Entire Organization**

**Best Practice**



Targeted  
Buy-In Campaigns

**Critical  
Stakeholders**

**General Employee  
Population**

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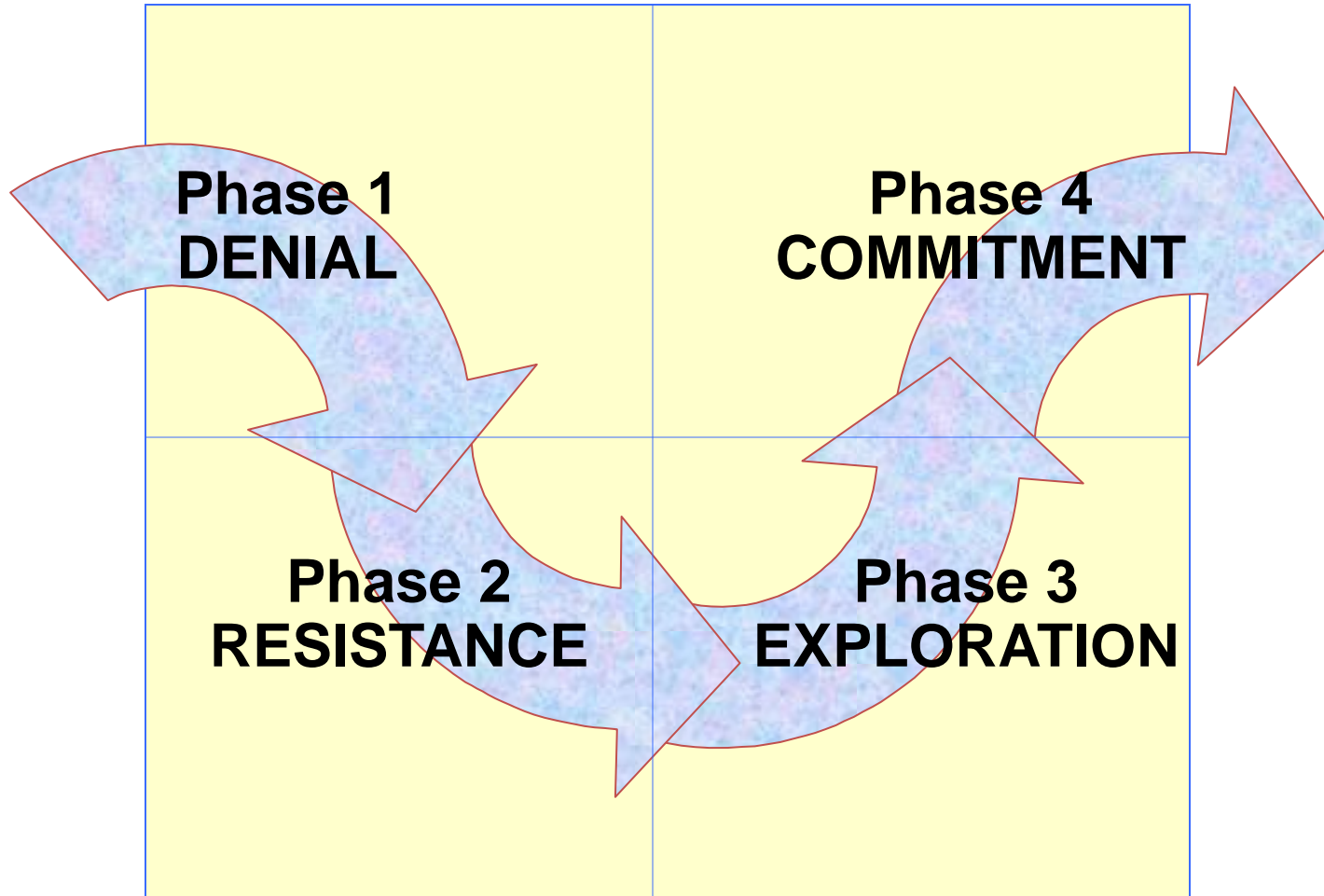
# Our Challenge :Two Sides of Change

Technical Side of Change

Human Side of Change

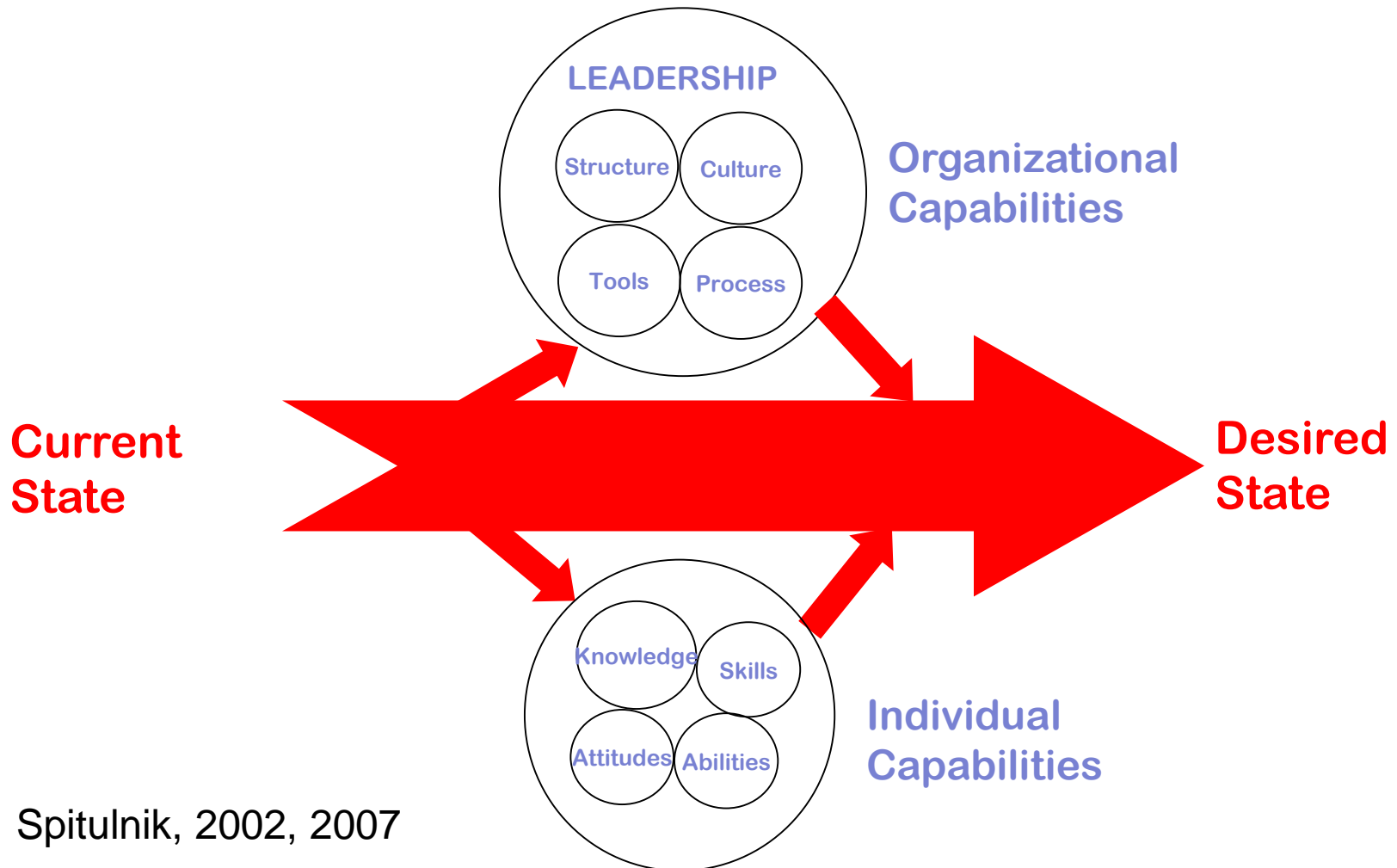


# Change Management Planning Tool 1



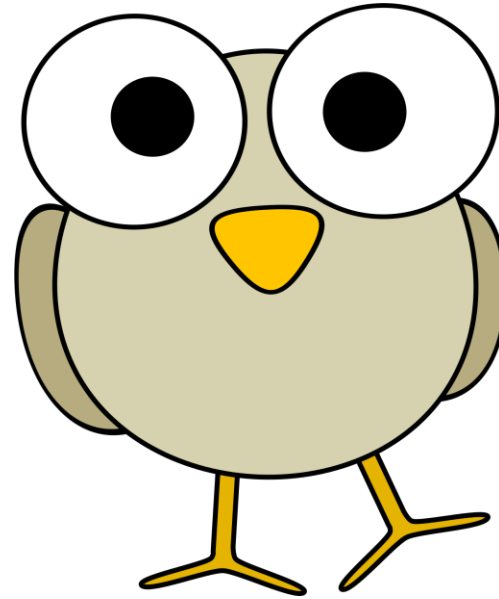
Jaffe & Scott, 1997, 2003

# Change Management Planning Tool 2



Spitulnik, 2002, 2007

# Questions?



## CONTACT INFORMATION:

Jay Spitulnik

[j.spitulnik@northeastern.edu](mailto:j.spitulnik@northeastern.edu)

617-373-6507 (office)

508-769-2416 (mobile)