

March, 2006

[Free Articles](#)

[Free Model](#) Enterprise-Wide Change

[Free Newsletter](#) Sign up

[Public Workshop](#) Reinventing Strategic Planning DC - May 16-18, 2006

[Click here for all
Global Dates...](#)

[Book Focus](#) The Manager's Pocket Guide to Systems Thinking & Learning Code: MPGSTL \$14.95



Systems
Thinking
Press™
Specialists in Systems Resources
www.SystemsThinkingPress.com

[Archive](#)

**"If you are doing things the same way you did them five years ago,
you are doing something wrong."**

-Jack Welch

WHY 75% OF CHANGE EFFORTS FAIL

"Lack of a Systems Approach"

The dirty little secret of consultants is that about 75% of all major change fails to achieve its desired goals.

The complexity in today's world requires a well-planned, holistic approach or else there are 33 different ways that change can fail. The purpose of this assessment is to learn and identify why your change effort might fail. Anticipate your weaknesses, correct them, and your probability of being in the successful 25% increases dramatically.

Instructions:

Answer these questions as to how well your business deals with change on a daily basis. Write in the number that applies.

No = 1, A Little = 2, Some = 3, Mostly = 4, Yes = 5

I. Macro Issues - Environmental Assumptions

___ **1. Underestimate Systems Complexity.** Top-level executives tend to underestimate what it will take. They have unrealistic expectations and fail to understand that the organization is a system of interdependent parts and different levels (individual, team, organization). Thus, knee-jerk, simple and direct, cause and effect solutions' dealing with "symptoms only" is the result. Use of simple solutions versus appreciated the complexities of interdependent organizations.

___ **2. Fatal Assumptions Made.** Making the fatal assumption that "everyone is for it, understands it, and the execution is only a matter of following your natural inclinations.

___ **3. Multiple Consultants and Philosophies.** Ineffective use of multiple consultants and/or philosophies on a piecemeal basis. An analytic approach to a systems problem.

___ **4. Unsupportive Organizational Design.** Organizational structure and design not tailored to the desired changes.

___ **5. Cultural Diversity.** Failure to understand local, global, cultural or ethnic diversity-thus taking wrong, insensitive actions.

___ **6. Political Environment.** The presence of a political and politicized environment and multiple agendas that block real progress.

[CLICK HERE](#)

to print the full 33 Questions of the Proven Best Practices of our
Why 75% of Change Efforts Fail "Lack of a Systems Approach"

GLOBAL PARTNERS OF THE MONTH

Barbara Collins



Centre Partner
Baltimore/DC Office
E-mail: barbaracollins@csmintl.com



Centre Partner - Europe
Istanbul, Turkey Office
E-mail: erengul@turk.net