

# Change management pain points in Finnish organisations

Organisational change is often demanding as it creates pressure and uncertainty. Change initiative success is being appraised on how well business goals are reached. A study by Gofore identifies four pain points hindering change initiatives and practical solutions to help navigate and overcome these challenges.

## PAIN POINT 1

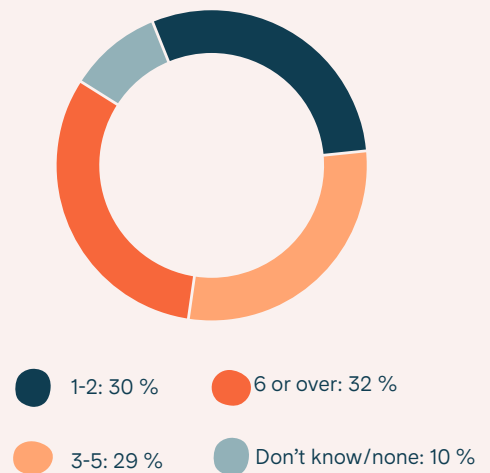
### OVERLAPPING CHANGES

Multiple, simultaneous changes make it hard to estimate and track the change impact on teams and individuals.

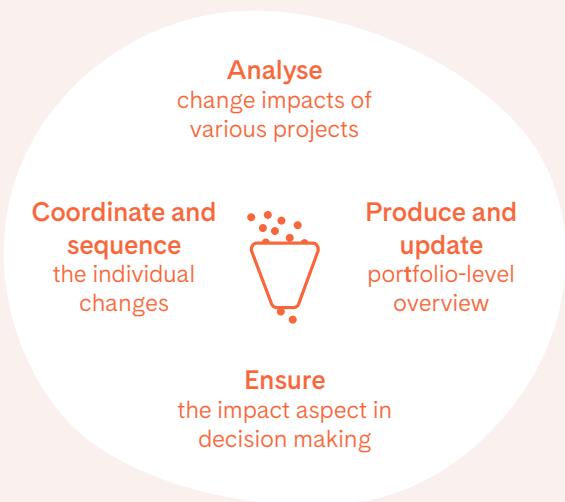
#### SOLUTION

Map, track, and manage simultaneous changes in your organisation with a change portfolio tool. It creates an overview of the change impact and an opportunity to monitor and prioritize change steps.

Amount of ongoing changes in the organisation



## PAIN POINT 2



### INCONSISTENT CHANGE IMPLEMENTATION

Organisations often lack a systematic approach to implementing changes leading to inconsistent change execution.

#### SOLUTION

Developing a structured change maturity model helps drive the change forward and achieve better results.

## PAIN POINT 3

### UNCLEAR ROLES AND RESPONSIBILITIES

Change management is often handled by project managers rather than dedicated change management experts.

#### SOLUTION

Defining roles and responsibilities of change management helps the organisation manage the change better.

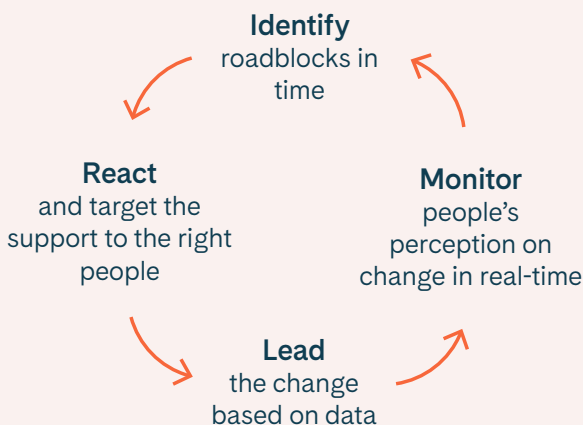
“Change management is too often left to individuals or each unit does it differently and there is no uniform way or goals”



## PAIN POINT 4

### NOT MONITORING THE CHANGE PROGRESS

How do you know if the change is progressing to the right direction? In many transformations change progress is not monitored, leaving change management decisions to guess.



#### SOLUTION

Through suitable measurement tools you can keep track how people perceive the change, what is unclear to them, and where support is needed the most. This increases the likelihood of a successful change.

## INSIGHT

The success of any change depends much on people. Keeping people in the loop, involving them in the decision-making process with open discussions, offering a sense of being heard of, and investing in building capabilities goes a long way.

**How will your next change initiative look like?**



Read more about Gofore's change management services