

The Organizational Change Portfolio

According to Luc Galoppin

4 'work streams' with a distinct return on investment:

- Communication Stream: Managing expectations and supporting the program during its complete lifecycle in staying in touch with the organization.
- Learning Stream: Upgrading the skills and knowledge of the organization in terms of context (why), content (what) and actions (how).
- Organization Stream: define and implement a new organization structure and define and realize new responsibilities for working; including the support organization.
- Performance stream: Translate the principles of the business case into concrete new ways of working; including detailed work instructions and physical changes.

What's in it for me?

COMMUNICATION

Why should I care?

LEARNING

What should I do?

How do I do that?

Who does what?

ORGANIZATION

PERFORMANCE

What will this come down to in practice?