



Leading Through Change:

Technical, Political, and Cultural Impacts of Change

Technical: Resources and Knowledge

Does the organization have the technical resources I need? Do I know enough?

Strategies for addressing:

- Provide education
- Ensure/assure that time will be allotted to learn
- Listen to requests for resources
- Be patient

Political: Power & Influence

How much power will I have to affect my environment?

Strategies for addressing:

- Have an honest discussion about roles, responsibilities, and accountability
- Identify ways he/she will continue to bring value and influence

Cultural: Values, Norms, Mindsets

What's important to me? How are things normally done around here?

Strategies for addressing:

- Connect existing values of the organization and the individual
- Highlight misalignments between the current state and the environment

In the table below, list each person impacted by the change. Determine whether each person's primary concern is technical, political, or cultural, and identify one or more strategies for addressing their concern. Your plan might be made up of strategies you develop on your own as well as those listed above.



Stakeholder Name	Area(s) of Impact	Plan for Addressing
	<input type="checkbox"/> Technical <input type="checkbox"/> Political <input type="checkbox"/> Cultural	
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