

## Questions to Help You Bend Granite, Lead Successful Change

*"We are usually better at communicating the what than the why of change."*

*J. Sternke*

### PURPOSE

1. Why are we making this change? Is the purpose crystal-clear to those involved?
2. How does this change align with our values as a department, school or college, office, group, committee, campus, discipline? How can we highlight alignment?
3. How will we keep the purpose "front and center" as we go forward?
4. How can we use stories to underline purpose and help people make a personal connection with the needed changes?

**See "It's in Our Hands" in *Bending Granite*.**

### PROCESSES

1. Who is the point person—the person who is overseeing the change even though he or she may not/probably won't have functional authority over all the players?
2. What is our process or roadmap for creating the change? (key dates, milestones, responsibilities, metrics, etc.)
3. What are all the organizational processes that likely will be affected by this change and how do we work with them?

**See "Trouble with Ant Bait" in *Bending Granite*.**

### PEOPLE

1. As we approach this change, how will the culture of the organization or group influence what we do and how we do it?
2. Are we involving, in some way, those who will be affected so that we understand the impacts?
3. Who are the champions within the organization and what do they need to support the change?
4. How will we communicate the why, the process and the progress to faculty, staff, and students and external stakeholders?
5. What professional development, coaching, support will be needed to sustain the change?

**See "Adjusting to Meet the Moment" in *Bending Granite*.**

***Bending Granite: 30+ true stories of leading change.*** Visit [BendingGranite.org](http://BendingGranite.org) to share your stories.

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