

Results Map® Top 10 Questions in Change

- 1** Why are we changing?

- 2** What does success look like?

- 3** What is the importance of the change?

- 4** What is the essential intent of the change? What does it mean?

- 5** What is the risk or cost of *not* changing?

- 6** Who is the change sponsor?

- 7** Who is affected by the change?

- 8** What structures, processes, technologies are impacted?

- 9** What are employees gaining? What are they losing?

- 10** What support is needed (for sponsors, leaders, agents, employees)?