Where We Are

ART in Med Ed
Change Process Roadmap

Phase 1 Assessing Readiness for Change
- Setting up and co-creating a brave space
- Assessing sponsor readiness for change
- Assessing individual readiness for change
- Assessing school readiness for change
- Assessing your capacity to lead change

Phase 2 Preparing for change
- 2a. Clarifying your roles
- 2b. Creating optimal working relationships
- 2c. Identifying your project community
- 2d. Creating a clear case and desired outcome
- 2e. Reviewing your planning tools

Phase 3 Creating a climate for change
- 3a. Building understanding of the case for change and generating a sense of urgency
- 3b. Being the change and becoming deeply committed to the change process
- 3c. Building a powerful, enthusiastic group of change leaders (guiding coalition)
- 3d. Developing values and guiding principles
- 3e. Building infrastructure and conditions to support change

Phase 4 Engaging and enabling the institution for change
- 4a. Identifying root causes
- 4b. Developing change targets, tactical plans, and outcome and performance monitoring
- 4c. Creating integration and acceleration strategies
- 4d. Empowering broad-based action
- 4e. Generating short-term wins

Phase 5 Implementing and sustaining change
- 5a. Implementing the change
- 5b. Supporting integration and mastery
- 5c. Celebrating the achievements
- 5d. Removing barriers