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SHIFTCONNECTOR®



Change Management in the Process Industry

Six clear indicators that your change management does not succeed:

1 Over Administration

If your organization is more focused on completing formalities rather than actually transforming its culture, this is not a positive approach.

2 Unstructured Approach

When individuals receive contradictory or vague instructions, they may become immobilized or uncertain. This can rapidly result in stagnation and failure in change initiatives.

3 Hijacked Process

Are individuals or groups manipulating the change process to serve their own interests? It may be necessary to reconsider your strategy.

4 Little Enthusiasm

If the initial burst of enthusiasm quickly disappears, it could indicate that your efforts have come to a standstill.

5 Superficial Transformation

If your changes appear to be surface-level, and the underlying cultural norms remain unchanged, this is another sign that progress may not be occurring as it should.

6 Unsustainable Change

If the change initiative has been driven by a top-down perspective that does not align with the organization's actual culture, it is improbable to succeed. It's important to ensure that your shift team is not secretly maintaining old systems. If this is the case, the project may not be sustainable in the long run.

You want to learn more about successful change management? Find out more in our Resources.

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