

Characteristics of change practitioners

How to identify the top candidates to become change management practitioners

Many organizations build a change management team by training and supporting their existing employees. Current employees already have an understanding of the culture and state of the business, and they already have a connection with their colleagues.

Ideal candidates for a change management team are individuals that have demonstrated skills in leadership, communications and project management. With change management training, these candidates can become effective change practitioners – for the current change and any in the future.

How to use this checklist

Use this checklist to evaluate the skills and characteristics of candidates you are considering for change management roles. Training and certification will fill any of the gaps so these candidates will be successful in their new role.

Professional skills

Communications

Can they initiate and engage in crucial conversations with leaders and peers?

 Yes

 No

Communications

Are they able to present unpopular messages?

 Yes

 No

Communications

Can they communicate effectively at all levels of the organization?

 Yes

 No

Problem solving

Have they demonstrated effective problem-solving skills?

 Yes

 No

Project management

Do they have project management skills?

 Yes

 No

Financial management

Do they have experience creating and managing a budget?

 Yes

 No

Leadership

Have they demonstrated effective coaching skills?

 Yes

 No

Leadership

Do they have experience in developing effective teams?

 Yes

 No

Leadership

Has this individual been successful in fulfilling informal leadership roles in the past?

 Yes

 No

Analysis

Do they possess data analysis skills?

 Yes

 No

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Personal characteristics

Big picture thinker

Do they have a systemic understanding of the dynamics of the change (personal, organizational, technical, customer and supplier dynamics)?

Yes

No

Management competencies

Have they demonstrated people and process competency?

Yes

No

Character

Are they respected by executives, leaders and other employees?

Yes

No

Character

Are change leaders in agreement that this individual is the right resource?

Yes

No

Your organization

Resourcing

Will at least some of the individual's current responsibilities be transferred so that they can take on the change responsibilities?

Yes

No

Resourcing

Is the individual's manager prepared to shift performance objectives and manage these new change management responsibilities?

Yes

No

Turn candidates into change practitioners

Give your candidates the tools, knowledge and experience to be successful as change practitioners. Our training aims to prepare emerging and experienced change practitioners to manage the changes your organization are experiencing today. With certification, they'll be recognized as change professionals ready for any change.

Register and learn more about LaMarsh Global's training at www.lamarsh.com/training.