Executive Change Effectiveness Scan

Use this self-assessment to evaluate your team's effectiveness at leading and sustaining meaningful change. Reflect on each statement and identify areas of strength and opportunity in supporting Transfer of Change, Reducing Variation, and Enabling Diffusion.

Supporting Transfer of Change

☐ Our leaders use a common improvement language (e.g., PDSA, Lean, AAAD).
☐ There is alignment on which improvement methodology is used across teams.
☐ Improvement tools and language are embedded in strategic goals and operations.
☐ New leaders are oriented to our change approach as part of onboarding.

Reducing Variation

☐ Leaders model consistent behaviors aligned with Just Culture and High Reliability.
☐ Expectations for performance and communication are clearly documented and shared.
☐ We routinely use checklists, SOPs, and policy reviews to reduce variation.
☐ Feedback is timely, constructive, and connected to shared expectations.

Enabling Diffusion

☐ We have a process for elevating and sharing local wins organization-wide.
☐ Leaders actively remove barriers to spread successful practices.
☐ We use DSBs, huddles, or communication tools to reinforce change efforts.
☐ There is a defined method for scaling and sustaining successful changes.

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Reflection Prompts

Which area is your executive team strongest in (Transfer, Diffusion, Variation)? Where is their opportunity for growth?

How visible is our commitment to culture and change across daily operations?

What messages or signals might I be sending (intentionally or unintentionally) that are slowing change?

What is one executive leadership behavior you will strengthen to drive change?

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