

Link 9.3 Checklist for Assessing Information Management Challenges of Organizational Change

This checklist supports Figure 9.8: Strategy-Led Organizational Transformation.

Formal Organizational Architecture	Key Questions to Consider Impact on Organizational Architecture
Strategy	<ul style="list-style-type: none">○ How does the organizational change affect the organization's strategy?○ What additional information is needed to support and monitor the change of strategy?○ How will the organizational change affect the organization's requirements for data?
Systems	<ul style="list-style-type: none">○ Which information systems will be affected by the organizational change?○ What changes will be needed to the information systems?○ What data will be required from/received by the information system?○ How are the data defined and used?
Business Processes	<ul style="list-style-type: none">○ How will business processes need to change?○ How will any changes to the business processes change the data each process requires?
People	<ul style="list-style-type: none">○ Which staff are involved in business processes that are affected?○ How will the change in business processes affect staff?○ How will any changes to staffing affect the data required?
Technology	<ul style="list-style-type: none">○ What IT will be required?○ What data will need to be transmitted?○ What data will need to be received?○ What format will be required for the data?
Security	<ul style="list-style-type: none">○ How do the proposed changes affect data security?

Infrastructure	<ul style="list-style-type: none"> ○ What changes are needed to the IT infrastructure? ○ What changes are needed to the organizational structure? ○ What changes are needed to physical and geographical structures? ○ How will the changes impact the data needed to coordinate activities? ○ How will the changes affect the coordination of data?
Culture	<ul style="list-style-type: none"> ○ How do the organizational changes impact the culture of the organization? ○ How will any change of culture affect how data are used?
Informal Organizational Architecture	Key Questions to Consider Impact on Organizational Architecture
Vision	<ul style="list-style-type: none"> ○ How does the organizational change align with the vision of the organization? ○ How does the change affect the way information supports the organization?
Human Activity System	<ul style="list-style-type: none"> ○ How will the organizational change affect the activities completed by people in the organization? ○ How will changes affect the information required? ○ How will changes affect the way information is used?
Practices	<ul style="list-style-type: none"> ○ How will the organizational change affect how people in the organization undertake their activities? ○ How will any change affect the information required?
Skills	<ul style="list-style-type: none"> ○ How will the organizational change affect the skills people in the organization need to undertake the activities? ○ How do the skills differ to the existing skills of staff in the organization? ○ How will any change affect the information required?
Socio-technical	<ul style="list-style-type: none"> ○ How does the organizational change impact the way in which people and technology work together in the organization? ○ How will any change affect the information needed?
Trust	<ul style="list-style-type: none"> ○ How will the organizational change affect trust between staff in the organization? ○ How will the organizational change affect trust in trading relationships? ○ How will any change affect how information is used?
Architecture	<ul style="list-style-type: none"> ○ What changes are needed to the organization's architecture to implement the organizational change? ○ How will the changes affect the requirements for information?

Values	<ul style="list-style-type: none">○ How does the organizational change align with the value of the organization?○ How will any change affect the qualities and characteristics of information required?
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