

Moylan's Mulligans article for June 2020 *Baseline* newsletter

***READY, Set, Change!***  
**How Peak Performers Address Organizational Change**

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Project management professionals are a unique breed. Organized, focused and process driven, project professionals have tremendous impact on their organizations and the people who make up the organization. The goal of organizational change management is to reap the benefits of the change through stakeholder adoption. In other words, if people accept and use the change the project implements, the benefit expected from change is realized.

Change management used to be considered a “nice-to-have” addition to a project, but as the need for an organized approach to change has been recognized, it's become a “must-have” in this constantly changing world. My goal in writing [\*Ready, Set, Change! Simplify and Accelerate Organizational Change\*](#) was to provide a simple framework which can be applied to most projects to address the people side of change.

An important pillar of this framework is to Engage Leaders. We need leaders to share vision, provide direction and reassure when times are tough. If leaders are not engaged, they cannot lead change effectively. If leaders do not engage because they lack the ability to prioritize and communicate essential action, they lose the leverage and loyalty of those around them.

In our current state of unexpected, unorganized and unpredictable change we need engaged leaders to lead through the unknown. As each news cycle seems to cascade despair it's imperative for us to step forward, engage and lead. Project management professionals create order and accountability to move organizations forward, my goal is to enhance the capabilities of project managers by adding organizational change management skills and framework to their already robust skillset. I'm hoping you were able to share my passion for project management and organizational change on June 8<sup>th</sup> when I presented Ready, Set, Change! for the PMIGLC dinner meeting. If you were unable to make it, you'll have the opportunity to view

the session on the chapter website. You may also download a six-page abstract of [READY, Set, Change!](#)



**April Callis Birchmeier, CCMP™, PMP®, CSP** is an internationally known organizational change management expert who has implemented change for government, health care, higher education and corporate clients. She's the author of the #1 Amazon bestseller *READY, Set, Change! Simplify and Accelerate Organizational Change*. As the leader of Springboard Consulting April has worked to create pain-free and lasting change in dozens of organizations. A Change Ignitor for the Association of Change Management Professionals, she's also a Certified Speaking Professional, Project Management Professional and President of the ACMP Michigan Chapter.