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Section 1

**About Changebility framework of change…**

Our framework follows the human-centric principles: Human-centred design is an approach to interactive systems development that aims to make systems usable and useful by focusing on the users, their needs, and requirements, and by applying human factors/ergonomics, and usability knowledge and techniques. This approach enhances effectiveness and efficiency, improves human well-being, user satisfaction, accessibility, and sustainability; and counteracts possible adverse effects of use on human health, safety, and performance. ISO 9241-210:2019(E)

This human-centric principle requires a close feedback loop with the user or client. Vital to the approach is an evolutionary workflow with increments going through different phases and then co-evolving to the next iteration(s), We look at the complexity and break it down into simpler grouping or increments. This process is called the decomposition of complexity. In the same vein, Changebility works to decompose the complexity in your organisation's change project, group them into increments and deliver a co-designed project based on iterations or phases.

Section 2:

**Change impact**

***Impact of Change on Different Areas of Your Organisation***

An Organisational Change can have an impact on different areas in the organisation: Process, System, People, and Governance Structure. From the hierarchy of the company to the levels of authorities, responsibilities and agreed upon roles, everything can be impacted.

Figure change impact

At Changebility, we incorporate this principle into our agile change framework. We understand that change is an evolutionary process that needs to be both incremental and iterative. A lot of change leaders are challenged by the lack of coordination and cooperation between different departments and teams and struggle with the understanding of interdependencies. With our Changebility’s framework, you will be able to understand these interdependencies better.

Section 3

**An agile change management approach…**

A picture containing application

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Every change in each area goes through its own change iterations. Most commonly, these different areas of impact and iterations have an interrelation. Each change initiative in each area goes through different iterations. The success of change implementation and sustainment is strongly dependent on synchronizing these areas and iterations and defining their relationships. Changebility’s agile change framework incorporates this. The success of change sustainment is also dependent on how good one understands this principle. A sustainable change is an evolutionary process, which means incremental (decomposition of complexity) and iterative (involving repetition).

In the figure, I the four phases of a change iteration are illustrated. Each change initiative in each impacted area goes through four phases:

* Discovery
* Design or Conception;
* Execution or Implementation
* Re-Assessment or Lessons Learned

Figure : Four phases of one iteration

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Most change leaders face the challenge of lack of coordination and cooperation between teams and departments as teams do not spend enough time understanding the interdependencies. This leads to a silo mentality and a lack of a big picture. This can slowly leads to blame and lack of ownership.

**With our changebility framework, you will be able to understand these interdependencies and eliminate the risk of silo’s.**