Change Management; Introducing Systems Architecting Aspects

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Abstract

The Introduction of anything related to systems architecting, such as methods or techniques, systems thinking, or role and task requires a change management strategy. We will discuss how to introduce these changes into an organization.
People don’t want to be changed. They are quite often willing to change.

Changing the way of working or the culture costs many years.

Work at multiple tracks at the same time, a.o. managerial, operational, strategic, etc.

Earn credit by showing usable results.
Introduction of Changes by Earning Credit and by Example

- earn credit
- contribute to urgent issues
- apply new systems aspect
- achieve results
- show results and systems aspect
- consolidate systems aspect

the credit is used to introduce a more fundamental change

the results illustrate how the systems aspect contributes
Bootstrapping the Roadmap Process

- 1st order roadmap
  facts as perceived by the stakeholders

- 0th order roadmap
  serious attempt to obtain a consistent vision

1st order roadmap
first full-blown roadmap; supporting reports are still limited

2nd order roadmap
full-blown roadmap; improved fundamental

shared understanding of product positioning and required technology investments

explicit forecast of people and process needs

eye-opener for many stakeholders, first overview of business and time context

quality of information

time

2 to 4 years
Collect facts
Integrate facts, create vision
Communicate
Apply and earn credit