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.

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CMISbyExample
Bootstrapping the Roadmap Process

- **1st order roadmap**: facts as perceived by the stakeholders
  - eye-opener for many stakeholders, first overview of business and time context
  - 2 to 4 years

- **0th order roadmap**: serious attempt to obtain a consistent vision
  - shared understanding of product positioning and required technology investments

- **1st order roadmap**: first full-blown roadmap; supporting reports are still limited
  - explicit forecast of people and process needs

- **2nd order roadmap**: full-blown roadmap; improved fundament

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ROADbootstrapping
Roadmap Bootstrapping Spiral Model

Collect facts
Integrate facts, create vision
Communicate
Apply and earn credit

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ROADspiral