



## *Orchestral Symphonies in Change Management*

*or how change management is just like conducting an orchestra*

The orchestra has brass, percussion, woodwind and strings sections;  
The Change Manager needs to consider, People, Education, Communications, Technology and Environment areas of change.

The very best orchestras will include every instrument possible for each section;  
The very best change manager considers every tool or instrument within each area of change.

Some sections of an orchestra will include several instruments the same to add depth and strength to the symphony being played;  
There will be a need for some areas of the change to have multiple change agents working there to strengthen the adoption of change and quality of change adoption.

There may only be a single type of one instrument in some sections of an orchestra, but they carry great weight or impact within the symphony;  
Some areas of the change may only include one person or team but they hold a pivotal role to making the change happen.

When a symphony is performed by an orchestra sometimes all sections are in action and sometimes they are played in sequence;  
When managing change it is important to allow some areas to run independently but to connect together when required.

A symphony consists of a series of musical notes, played in a certain order to present the most harmonious sound;  
The most successful changes occur from running a series of activities in the best order with the best actions running in sequence in the right order ensuring harmony for those involved.

The very best orchestral conductor read the music and indicate where, when and how he wants certain parts of the orchestra to perform for the greatest productions;

The Change Manager will know which area of change to activate, when best to use it and how quickly to work through those elements to ensure they are in time with the other elements of the change.

A conductor does not know how to play every instrument within the orchestra but knows what sounds they make and when they are at their best;

A change manager does not know how to action every element of change personally, but knows what is expected from each part.

The best orchestras in the world, work together well, understand each other's roles and have a respect for the part each instrument plays in a performance;

The most successful changes are performed by a team of collaborative people who understand the responsibilities of each element and respect the contribution of all the other elements.

A world class conductor can achieve the very best performance from any orchestra;

The very best change managers can achieve the most from any group impacted by change.

A conductor will often move from one orchestra to another taking his skills to each new orchestra in turn;

The best in change management will take on each change independently of the last but carry forward the experience of each as a learning point for the next change to be delivered.

***The conductor of the orchestra is like the change manager, mastering the interaction of all the elements to successfully produce a musical symphony or successful change!***

