

# National Society Change Readiness Assessment

The following questions are to be considered by National Society leadership (governance and management) in determining if the Society is **ready**, **willing** and **able** to engage in a comprehensive organizational development process.

*Process note: These questions are designed to stimulate open and frank discussion among board and management staff members. Adequate time should be devoted to this important task and the use of an impartial facilitator is encouraged.*

1. Does the National Society have a successful history of responding and adapting to changing situations? (e.g. are new ideas encouraged and implemented easily?)
2. Are decisions generally made quickly and based on comprehensive information and taking into account multiple inputs?
3. Does communications flow up and across the organization, as well as down?
4. Do staff and volunteers enjoy working in the National Society, with responsibilities, trust, teamwork and commitment high?
5. Is there a clear beneficiary connected rationale for engaging in the organizational development effort? (e.g. is there an understanding of how change/development will improve the National Society's ability to serve "customers"?)
6. Is the interest in organizational development and desire for change shared across the National Society or held by just a few?
7. Has the board or executive committee authorized the organizational development process to improve the current situation and bring about change?
8. Are the leaders of the organizational development effort in influential and leadership roles?
9. Does the organizational development effort conflict with other efforts of the National Society with respect to time, attention, staff or money required?
10. Are those leading the organizational development effort qualified and experienced to work to bring about change?
11. Is the National Society governance and management prepared to accept and address the recommendations of the organizational development assessment?
12. Are board and committee members prepared to invest the time required to implement the organizational development process?