

<p><b>Resources Management: "Organizational Change Management (OCM)" Resources</b></p>	
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<p>Purpose: Managing resources required to effectively carry-out an "Organizational Change Management" is crucial to the success of every major program through each of its phases and at its completion. To ensure that all the "OCM" resources required to make the program successful is defined and monitored throughout the program, the following items must be created and tracked by both the program management team and the program stakeholders.</p> <p>Best Practices include having a separate, independent Resources Management team that reports to a C-level leader and NOT part of the Organizational Change Management team and NOT part of the major program management leaders and team. By so doing, there is focus, objectivity and rigor on the difficult task of effectively and efficiently managing the planning, allocation, calibration and movement/transfers, and de-allocation of people resources as required in a major program as it progresses from phase to phase.</p> <p>NOTE: Managing OCM resources is NOT the same as implementing the organizational change management aspects of the program.</p>	
<p><b>Information to Manage "Organizational Change Management (OCM)" Resources Involved in the Program</b></p>	<p><b>There is evidence that the information required exists and is being utilized (Y - Yes/N - No)</b></p>
<p>1. Copies of all the Organizational Change Management (OCM) information especially documents including:</p>	
<p>a. The list of OCM stakeholders/decision makers</p>	
<p>b. The OCM strategy</p>	
<p>c. Every "before" and "after" organization charts</p>	

<p>d. Every "before" and "after" changes in job families and classifications, job descriptions and corresponding skills, qualifications, competencies, and experience level for each job.</p>	
<p>2. Copies of all OCM decisions affecting compensations (salaries and benefits) for the internal workforce, external contractors and temporary workers, and any related third party(ies) whose services and corresponding payments have changed as a result of a phase in the program, or of the completion of the entire program.</p>	
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