# Change Management Framework with the CPW Method!

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There are different kinds of Change Management Frameworks and also different variants how to proceed and how to work with methods. Here is introduced a possible variant. First of all we start with the Diagnostic Assessment in which things are questioned. This can be an area, a to-be-analyzed area, this can be to-be-analyzed problems or an area, which is studied or inspected according to certain criteria, the so-called Evaluation Criteria. To which criteria is analyzed or evaluated, can be determined before the analysis, but can be also adjusted, changed or extended during the analysis. Depending on which criteria seem to be important, then are searched for questions according to this certain criteria respectively the things are questioned and therefore then it is created a questionnaire. The objective is to find the points, which indicates to a problem, and then to search furthermore for solutions or if it is possible to find solutions. In workshops the people are interviewed with the posed questions or it will be discussed the questions and the things from different areas and sub areas, then to come to a possible good result.

The results of the workshops are assigned to the Issue List or Change Management List. In the Issue List or Change Management List are listed all points, which seem to be important. This can be points, which are still open and have to be clarified or points, which are already clarified, but which are important for the further analysis and the result, which should be achieved. The listed points can indicate to the found problems and to the solution proposals. As long as it makes sense the found problems or solution proposals can be assigned to an area or a function. To develop the Issue List or the Change Management List is an iterative work process and can take place in several successive workshops until the result for the involved people is satisfactory, as long as this is possible.

In the next step is the question to the previous done work results: Who is responsible for what? For this questioning is used a context diagram, the CPW Subject Object Context Diagram from the CPW Method, with which can be represented, who is responsible for what. With the CPW Subjects are represented the responsibilities, and with the CPW Objects are represented the objects or things, for which the responsibilities are responsible.

To the objects and things for which the responsibilities are responsible, this can be for example problems or solution proposals from the Issue List or Change Management List. If there is a need for the situation, can be used then the Context Diagrams with the CPW Subject Object Context Diagram again in a further workshop, where then is made in a iterative work process a Diagnostic Assessment, where the things are questioned even more thoroughly, to gather then these results again into the Issue List and Change Management List.

In the next step is the question to the process, when, where and how things can proceed and who is responsible for what and for which things or objects in the particular process steps. This can be for example a decision process, in which is shown in the particular process steps, who has to decide for what and for which things and objects in the particular process steps, in order to can make at the end then after all process steps a overall decision. Or it can be also for example a realization process, in which is shown in the particular process steps, who is responsible for what and for which things and objects, to can realize in the particular process steps step by step the things and objects. Because of the reason that the CPW Subject Object Context Diagram as a work result already exists, in which is shown who is responsible for what and for which things and objects, can be used this Context Diagram for the creation of the processes. In this case is used the CPW Process method, where every process step is represented with the CPW Process as a simple sentence with a subject, a predicate and a object. Thereby is every process step at the CPW Process in the context of a responsibility with the CPW Subject and the CPW Object with the things and objects for which the responsibilities are responsible.

In this next step is the question to the plan. This can be a decision plan, in which the responsibilities have to decide step by step for things and objects according to a defined timely sequence. But this can be also a realization plan, in which in the Task List is defined, who is responsible for what and for which things and objects at the realization of the particular tasks. Thereby play of course also a mayor role time and cost for the particular realization of the task. Because in some cases for the specific plan does already exist a corresponding process as a work result, can be transferred or transformed this process into a plan. In this case is this made with the CPW Process Plan Transformation. This means, that the decision process is transferred or transformed into a decision plan and the realization process is transferred or transformed into a realization plan. Because that the relevant processes are realized with the CPW Process method, the CPW Process is represented as simple sentence with a CPW Subject, a CPW Predicate and a CPW Object. To transfer or to transform now the CPW Process as a single process step, is proceeded as follows. The CPW Subject which is at the process step the responsibility, is at the plan also the responsibility for the specific task of the plan, which should be realized. The CPW Predicate and the CPW Object of the process step are summarized and are at the particular task of the plan the task description, which should be realized. The sequential number of the process steps are assigned to the sequential number of the tasks of the plan. The actual Transformation from a process step into a task of the plan is now already made, what is now missing are the additional attributes of a plan, which characterize a plan. It is the attribute cost, the cost or the effort of a task, and the attribute time and date, when the task starts and should end. This means, that these two attributes are assigned to the task of the plan, to make complete a task of a plan with the necessary attributes. Because also here the work steps are integrated into the iterative work process, the made plan together with the others and previous work results can be improved in addition in several workshops until the result for the involved people is hopefully satisfying.

The made concepts are part of the realization plan and to the documents belong all documents, which are required in addition for the decision process and realization process.

As said, here is introduced a possible variant of a Change Management Framework how with conventional methods together with the CPW Method and with iterative work processes with the help of workshops can be worked and proceeded, to make possible Change Management in a hopefully efficient way.