

What is Change Management?

Change Management is an approach to facilitate the transition of organizations and people from a current to a future state.



- **Vision....**

- An engaged workforce at all levels of AFS that is ready, able and willing to make the necessary business and cultural changes pertaining to system safety

- **The CMI Strategic Plan....Goals & Objectives**

- Create awareness of the SAS program/tool
- Ensure understanding of the need for SAS, its impact and long-term benefits
- Promote a positive atmosphere of SAS adoption through targeted communications
- Acknowledge that SAS will change the way CFR parts 121, 135 and 145 Flight Standards do their jobs

Change Management & Implementation

- Defines outreach, communications, implementation, and training activities recommended and implemented to support transition to SAS
- Defines program metrics for successful SAS implementation and the evaluation strategy that will be used to gather and measure success

Change Management is the strategic mindset that helps individuals make a personal transition from a current to a future state.

Change Management & Implementation

- The future state is only achieved when individual contributors do their jobs differently and make their own transition from their current state to their future state.
- The “*Case for Change*”
 - Create awareness of what will and will not change
 - Facilitate understanding of the impact
 - Drive engagement so that individuals can “own” their individual destinies

Three Phased Approach

- Phase 1: Preparing for Change (Awareness/Inform)
- Phase 2: Managing Change (Understand/Educate)
- Phase 3: Reinforcing Change (Adoption/Commit)
- ADKAR Model
 - Awareness of the need for change
 - Desire to participate and support the change
 - Knowledge on how to change
 - Ability to implement required skills and behaviors
 - Reinforcement to sustain the change