

# Organizational Change Capability Matrix

	1 Exploring	2 Repeating	3 Defining	4 Managing	5 Optimizing
<b>Change Management Utilization</b>  Number of projects effectively applying change management?	Few	Some	Half	Many	All
<b>Perception of Value</b>  Number of people that perceive change management as integral?	Few	Some	Half	Many	All
<b>Process Integration</b>  Degree of integration into project management and other business processes?	None	Low	Moderate	High	Completely
<b>Change Management Methodology</b>  Degree that a methodology is adopted, standardized and customized?	None	Low	Moderate	High	Completely
<b>Competency</b>  Volume and quality of trained leaders, practitioners and employees?	Few	Some	Half	Many	All
<b>Leadership</b>  Number of leaders that demonstrate commitment to change management?	Few	Some	Half	Many	All
<b>Capacity</b>  Number of projects where change management resourcing requests are fulfilled?	Few	Some	Half	Many	All
<b>Culture</b>  Degree that change management is naturally applied to decisions and projects?	None	Low	Moderate	High	Completely