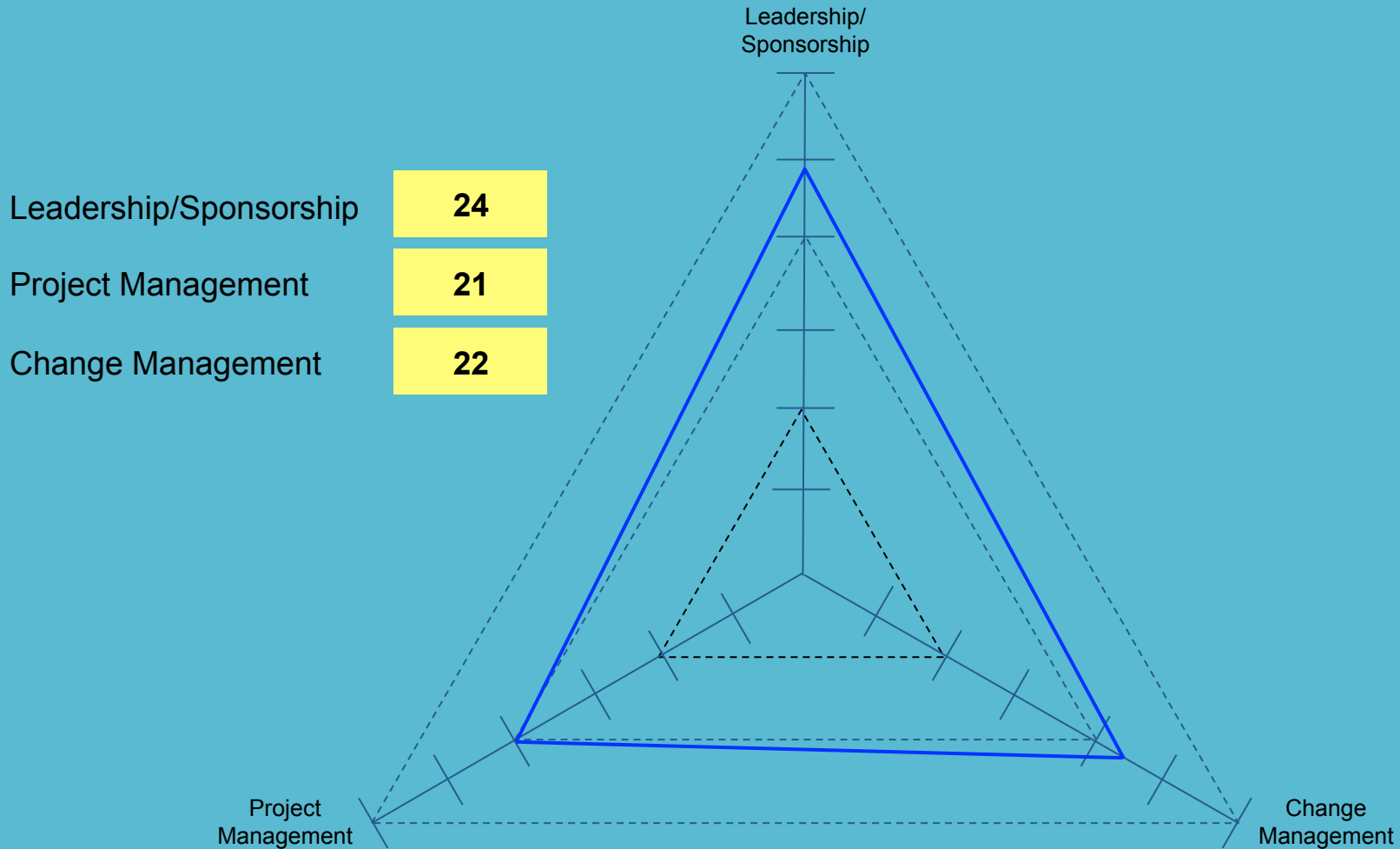


BlueHornet- Impact Index

Project Change Triangle (PCT)



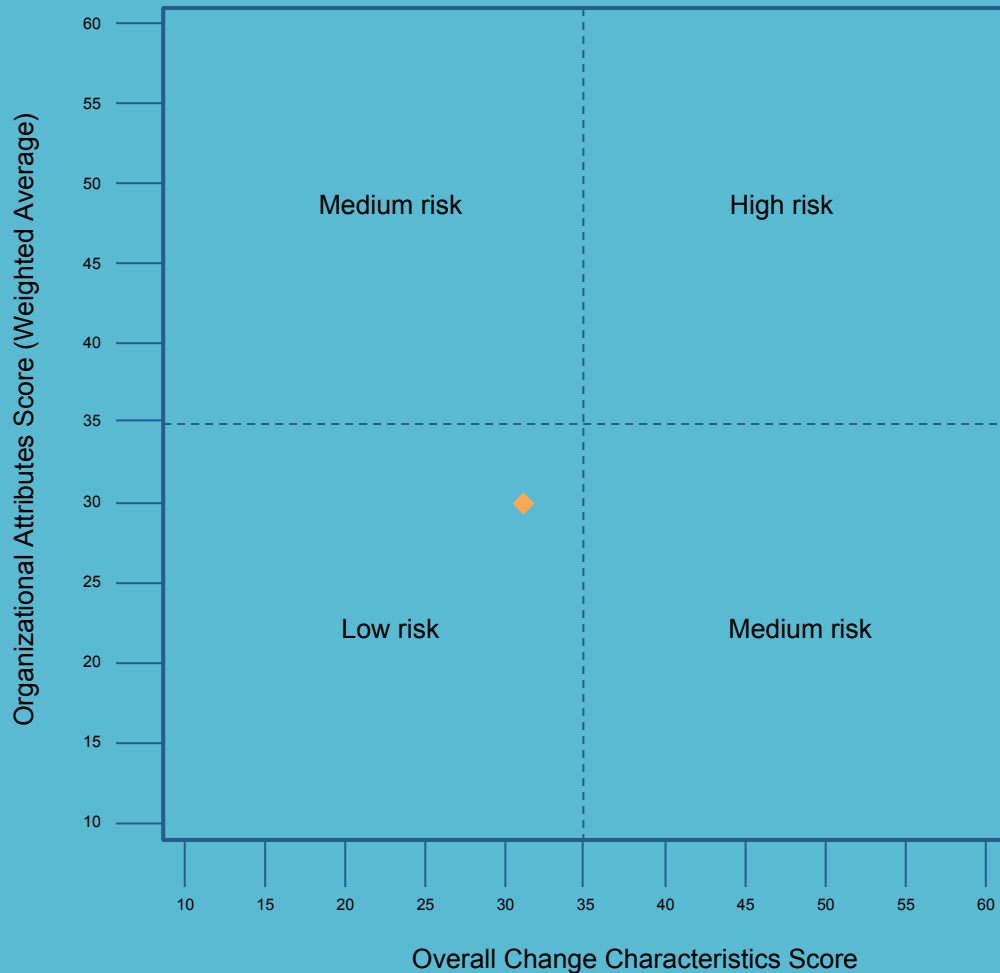
Risk Assessment

32

Overall Change
Characteristics Score

30

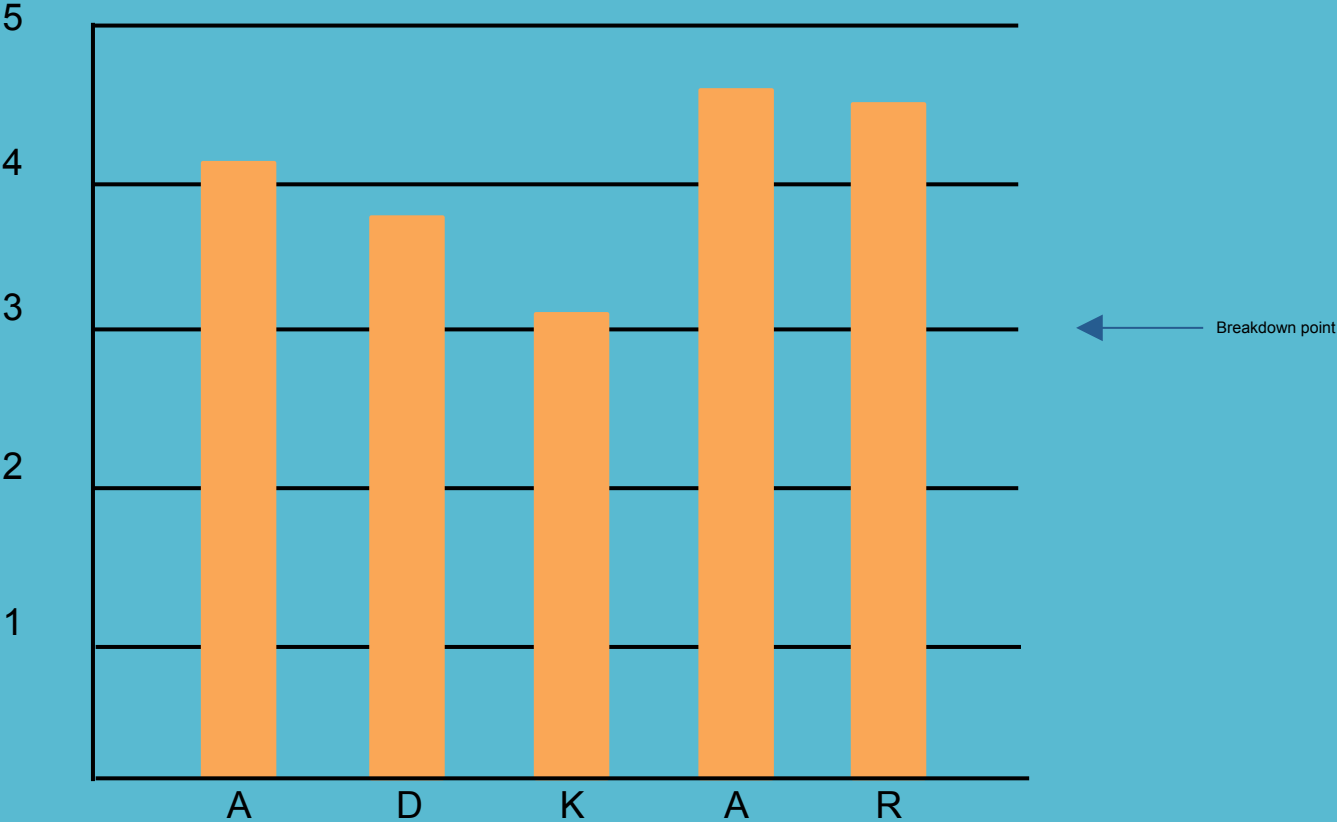
Average Organizational
Attributions Score*




*This score is a weighted average based on the number of employees and degree of impact for each group.

ADKAR Assessment

This indicates that average of all groups assessed. For a breakdown of the different groups' analysis, please request it.



Group Summary

Groups	Number of employees	Degree of Impact	Degree of Impact Score	Organizational Attributes	Sponsor initials	Sponsor Letter / Number Designation	Challenges and risks for this group
Engineering (Services and Support)	6		4%	36	Joe Schm	A1	All remote associates.
Engineering	20		4%	29	Jane Doe	A1	
Sales	11		4%	42	Jake Smith	A2	Mid-manager will need a lot of help. Associates are taking their cues from him, and he's been very negative towards the process.
Marketing	3		4%	18	Bob Law	A1	In charge of messaging, so they'll "hear" or "see" things before everyone else and can help interpret and work behind the scenes with us There's no real "middle management" in this group.
Ops/Finance/Legal	5		29%	27	N/A		The team is pretty split about the positive nature of the change, also most of these associates' roles are changing in June which means a lot of change for this team.

Sponsor Summary

Groups	# Impacted	Sponsor initials	Sponsor position on this change	Sponsor Competency Assessment	Sponsor Letter / Number Designation	Reports to Primary Sponsor	Sponsor challenges
Primary sponsor	45	JD	A	79	A2		Need some encouragement and direct/clear plan for what to do.
Engineering (Services and Support)	6	Joe Schmo	A	100	A1		Biggest challenge with his team is all are remote
Engineering	20	Jane Doe	A	100	A1		She was able to tell people ahead of time on her team, which may have helped smooth the road when the announcement was made.
Sales	11	Jake Smith	A	79	A2		Sales: not sure if they're aware of the need for change.
Marketing	3	Bob Law	A	90	A1		Very interactive with her associates, on top of what's going on, and supportive.
Ops/Finance/Legal	5	N/A					There's no real leader. That's going to be the biggest potential challenge on this team.

Action Items

- Special attention is needed for the sales division, and potentially some discussions with their manager.
- Training and clear guidelines are needing to be shared with Executive Manager, and his management team
- Marketing is a great ally, We should utilize them as much as possible
- Ops/Finance/Legal team will have the most change, and should be looped in as early as possible on how their jobs will be impacted.
- Barrier point: Knowledge. Our communications and training should be centered around understanding the knowledge of how to change.

THANK YOU