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Project Title: Assessing & improving the readiness of strategic changes in Ministry of Energy (MOE)

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Keywords:

Strategic Change readiness, Change Readiness Maturity Model, Strategy Implementation, Strategic Change, Change Management, Organizational readiness assessment

Project Necessity:

Designing effective strategies and successful implementation of them require providing the infrastructure, capabilities and appropriate mature level in different dimensions. Insufficient attention to strategy implementation projects often has led to fail. Evaluating the organization at various stages of the project, in terms of various aspects is essential to identify the potential challenges that may jeopardize the success of the project.

- Identification of an integrated model of strategic changes in order to facilitate, accelerate and consolidate changes in the organization
- Design and determine the pattern of organizational readiness for strategic changes and design a checklist to assess the situation and determine the maturity level of organization for long-term success of change programs
- Explain the method of estimating measures to insure tangible and concrete calculations and easy monitoring of any status
- Providing a workbook for monitoring, measurement and continuous analysis of the system to ensure spirit implementation of the plan.
- Localizing the model based on MOE situation, determining the coefficients of metrics and evaluating the readiness for Strategic changes to identify the weaknesses and challenges ahead

In fact, readiness assessment specifies the level of capabilities and maturity of organization for successful planning and implementing strategies and distinguishes weaknesses and possible obstacles. The results of this assessment should be the foundation of designing corrective actions to improve the maturity level of the organization. The strategic plan of the Ministry of Energy on the horizon of 1404 has been well designed and explained in collaboration with an expert research team over 4 years. However, the organization faces several issues in implementing the program. In this project, we intend to identify the bottlenecks and weaknesses of the system and eliminate them to pave the way for the implementation of strategies and change.

Project Goals:

- Providing a flexible system that is effective in various phases of change to be an appropriate guideline in leading strategic changes
- A better understanding of the changes, anticipating and coping with possible obstacles in different stages of change and discover coordination mechanisms to improve change management
- Assessing the maturity level of MOE and finding the areas to improve implementation and long term consolidation of changes
- Strategies enforcement in the organization
- Less time spent to estimate, management decision-making and allocation of resources to speed up the implementation of changes with knowing weaknesses and gaps in the organization's performance
- Continuous improvement of the infrastructure and trying to achieve a higher level of organizational maturity

Abstract:

Implementing the strategy requires accelerating the improvement and creating leaps in the organization's performance. Transformation is essentially a fundamental change in the performance of the organization and its goal is to create significant improvement at all levels of the organization. Experience has shown that with small and step-by-step actions in the form of a long and time-consuming process, the strategy will fail. Therefore, it is necessary to implement the strategy in the shortest possible time and comprehensively by equipping it with an integrated model and taking advantage of the synergy between different operators, processes and organizational units.

In this study, considering the criticisms of previous models and integrating their operational strategies in the context of Iranian organizations, the principles and methods of change and change in these organizations are reviewed and by introducing tools and implementation process, operational guidance is designed for managers and change agents. In order to be able to use it before beginning to implement any organizational strategy by first assessing the readiness of the organization, to understand the bottlenecks and by solving them, by using the provided solutions, it helped to facilitate and make the change program successful.

Steps and Methodologies:

1. Identify and explain the comprehensive model of change readiness
2. Explain the evolutionary pattern of strategic change readiness
3. Determining the level of readiness of the Ministry of Energy in implementing strategic changes and providing improvement strategies
4. Designing a comprehensive codes of conduct for measuring and evaluating the model
5. Design software to evaluate and improve strategic change readiness

Main Results (technical outputs, patents, papers, books, reports, etc.):

- 5 technical reports corresponding to the stages of the project

- software of the strategic change readiness evaluation and improvement
- Book entitled: Dynamic model of strategic change readiness in action (operational guide for implementing organizational strategies in the electricity industry)