

Organization Change Management Stakeholder Analysis

This tool can help guide your institution through a systematic process for managing the change that results from any large project. Please see our article [“Navigating Change on an ERP Implementation”](#) for more details about these steps.

STAKEHOLDER #1

Description of the stakeholder or stakeholder group that will be impacted by changes caused by the project/initiative.

IMPACT OF CHANGE

How will this group be impacted (e.g., new roles, structures, processes)?

NEW SKILLS AND BEHAVIORS REQUIRED

What new skills and behaviors will be required of this stakeholder or stakeholder group?

BARRIERS, ISSUES, OR POTENTIAL RESISTANCE

What barriers, issues, or resistance will this stakeholder or group of stakeholders present?

What are possible change management interventions to deal with the barriers and issues?

STAKEHOLDER #2

Description of the stakeholder or stakeholder group that will be impacted by changes caused by the project/initiative.

IMPACT OF CHANGE

How will this group be impacted (e.g., new roles, structures, processes)?

NEW SKILLS AND BEHAVIORS REQUIRED

What new skills and behaviors will be required of this stakeholder or stakeholder group?

BARRIERS, ISSUES, OR POTENTIAL RESISTANCE

What barriers, issues, or resistance will this stakeholder or group of stakeholders present?

What are possible change management interventions to deal with the barriers and issues?

STAKEHOLDER #3

Description of the stakeholder or stakeholder group that will be impacted by changes caused by the project/initiative.

IMPACT OF CHANGE

How will this group be impacted (e.g., new roles, structures, processes)?

NEW SKILLS AND BEHAVIORS REQUIRED

What new skills and behaviors will be required of this stakeholder or stakeholder group?

BARRIERS, ISSUES, OR POTENTIAL RESISTANCE

What barriers, issues, or resistance will this stakeholder or group of stakeholders present?

What are possible change management interventions to deal with the barriers and issues?
