

Change Process Modelling using the EKD - Change Management Method

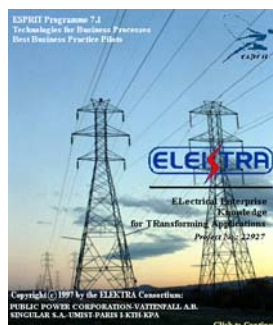
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Introduction and Context of Work : The ELEKTRA Project



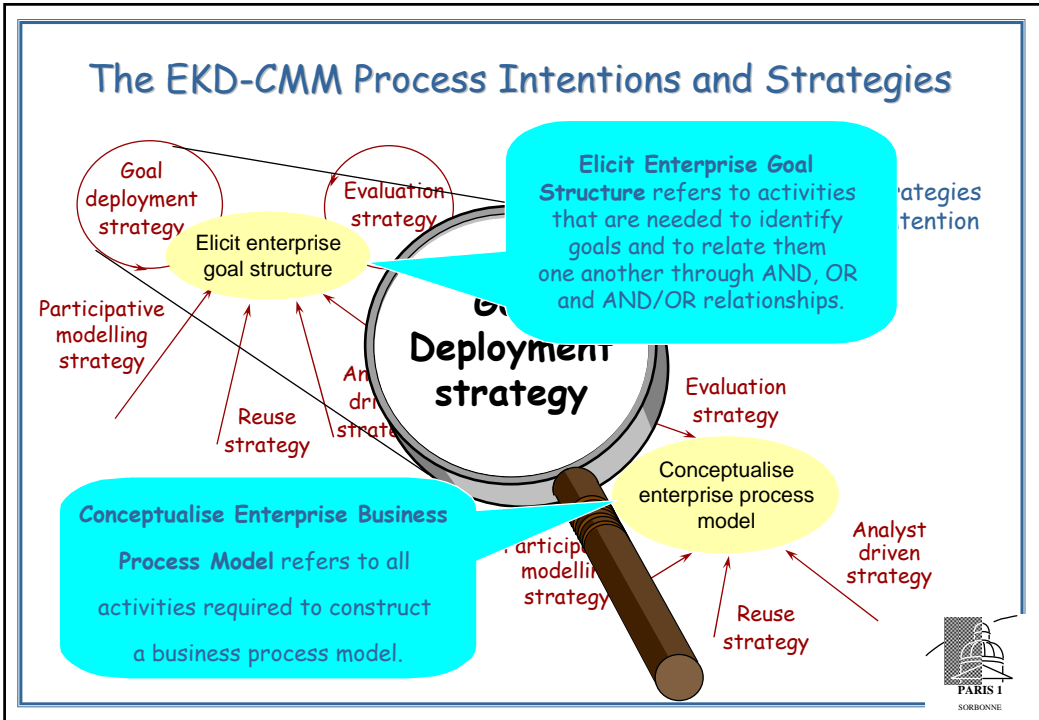
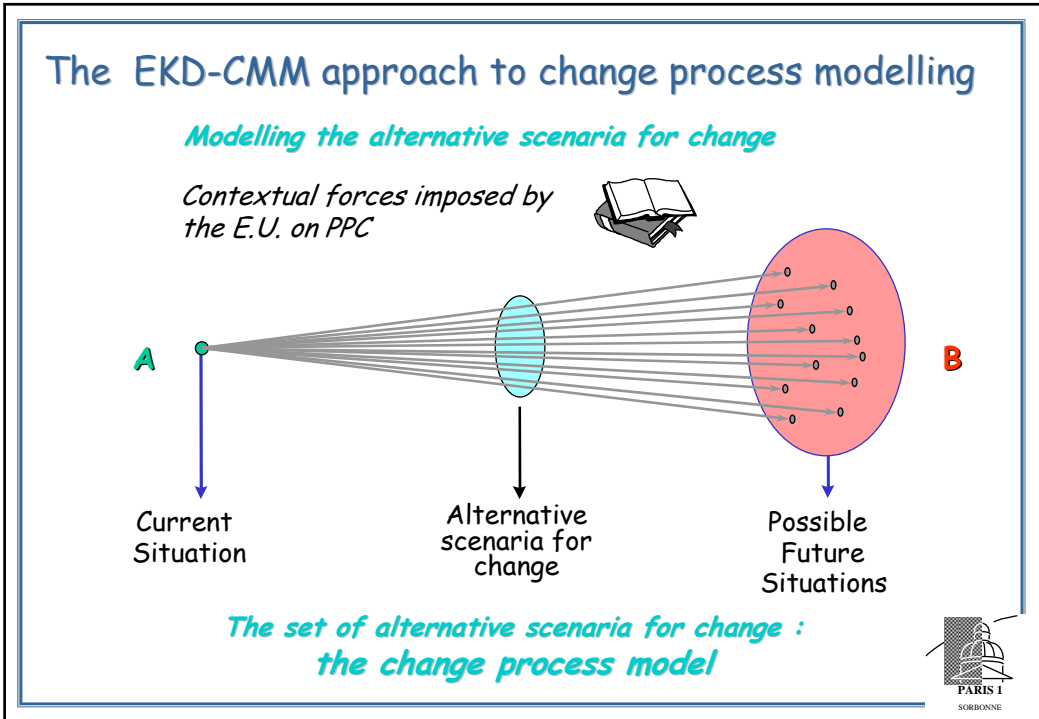
Managing change in electricity supply and distribution companies due to deregulation rules issued by the E.C.

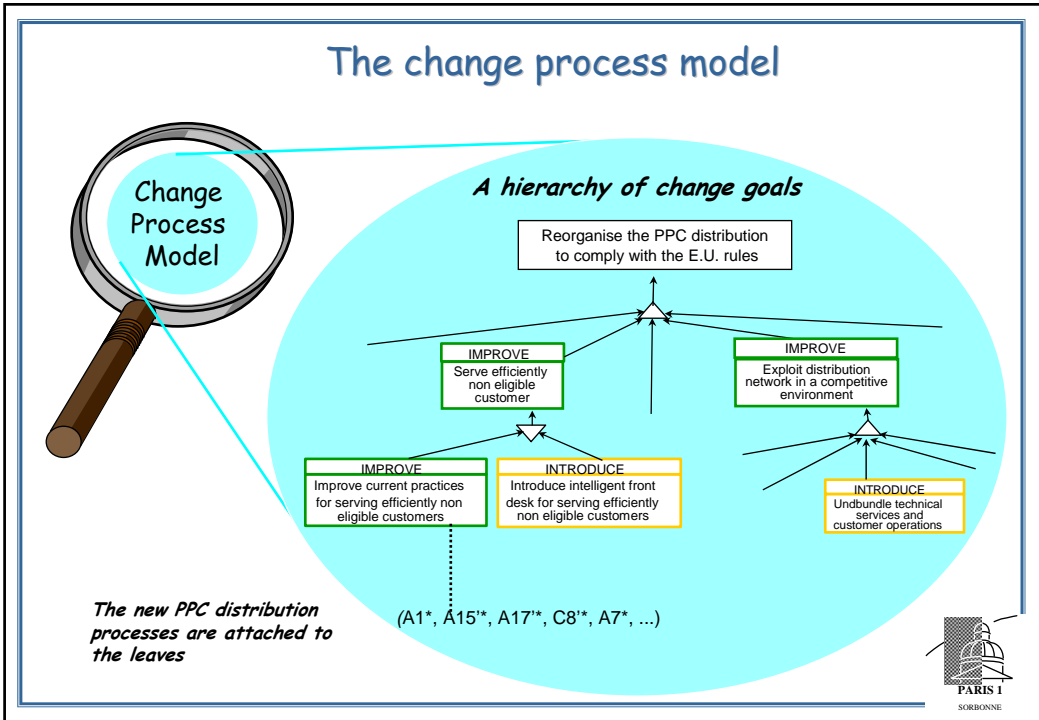
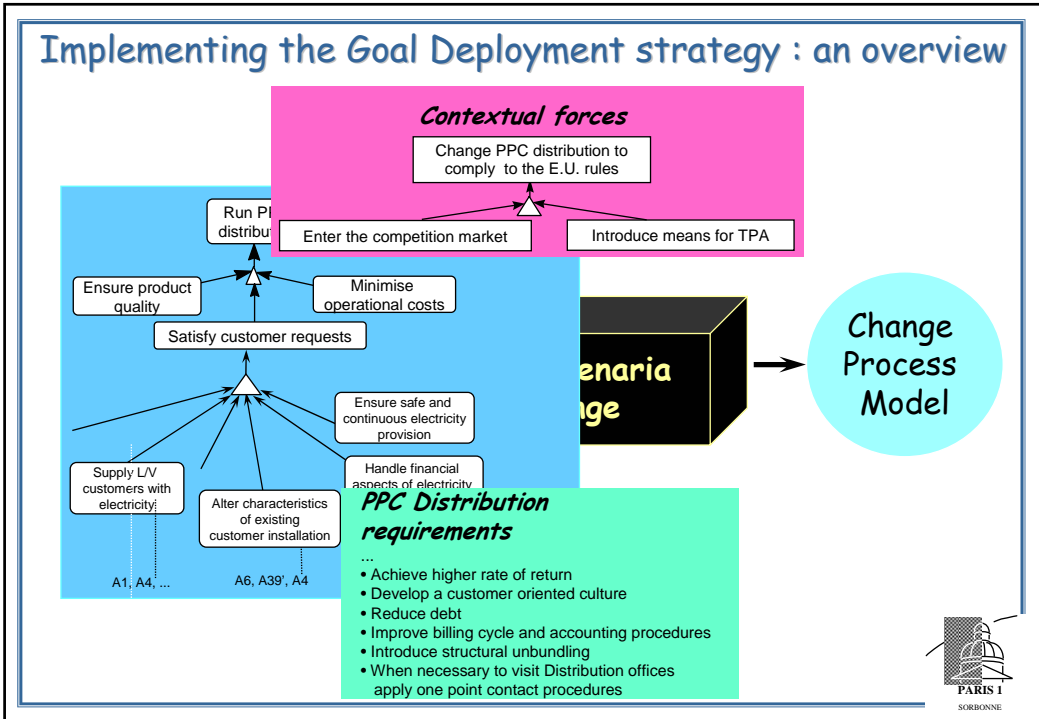
Public Power Corporation, Greece

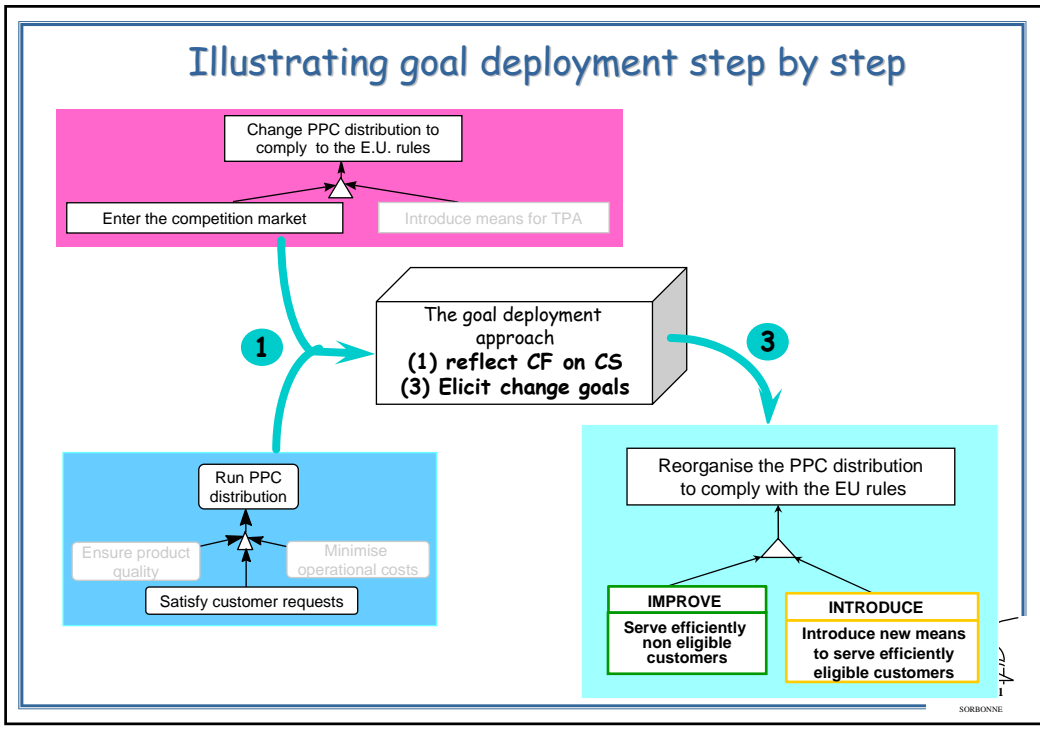
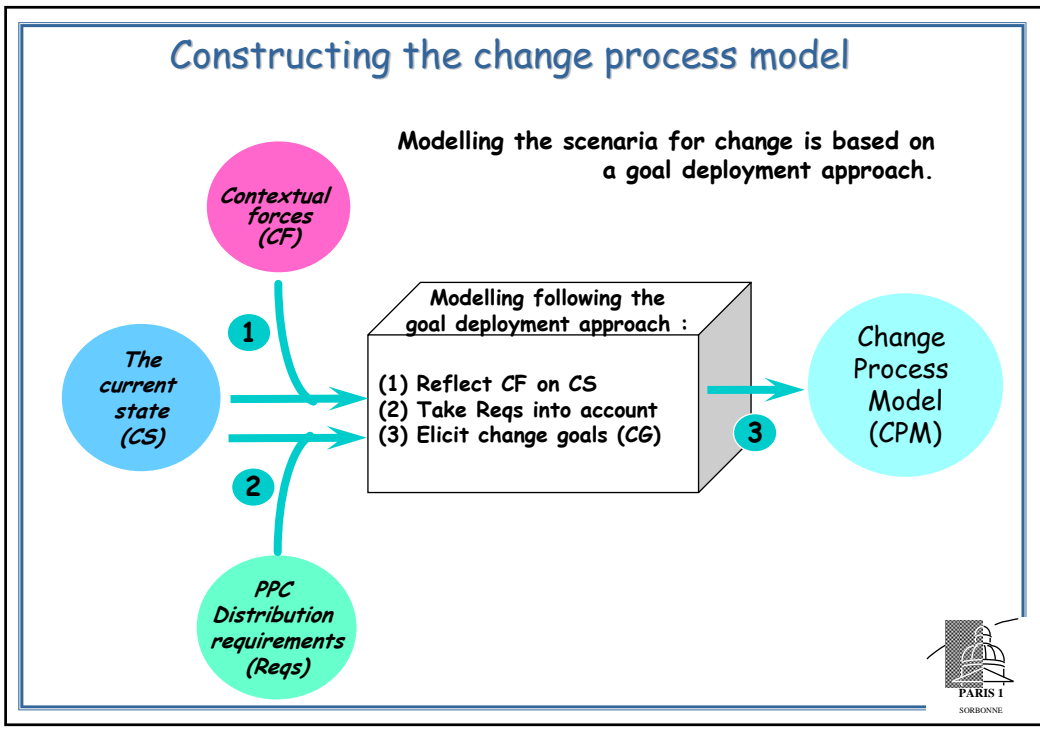
- 35 000 employees
- operating as a total monopoly
- 6 million customers

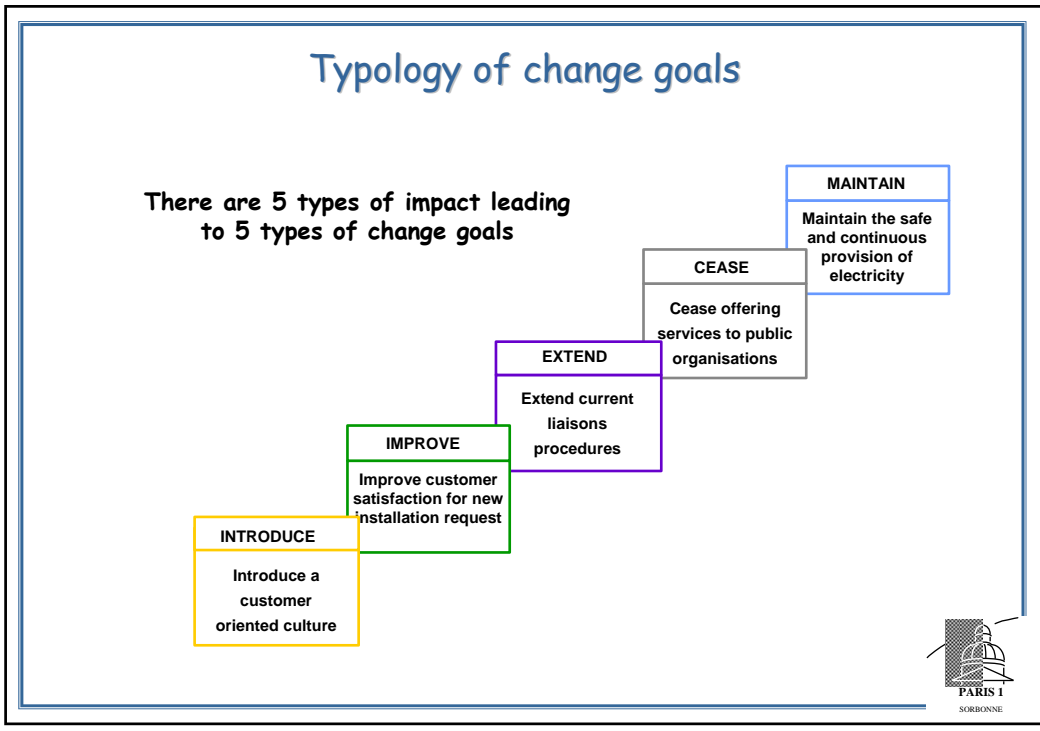
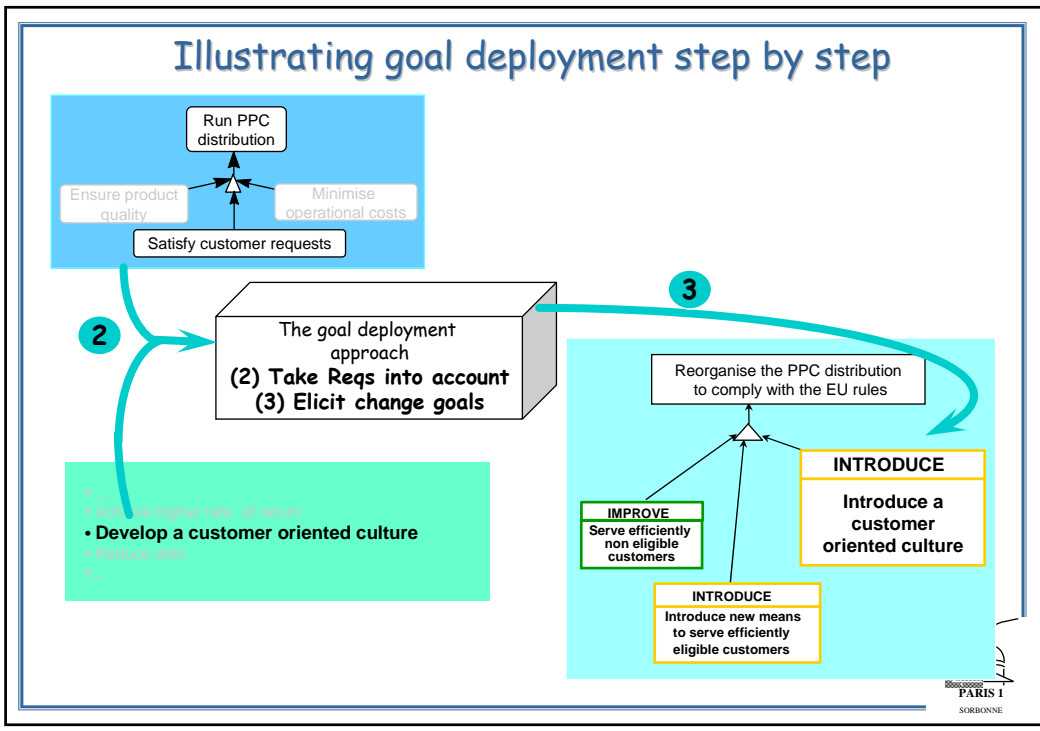
The purpose of the work : to allow the ESI sector companies to deal with change in a controlled manner which would lead to an evaluation of alternative options of possible means to meet the objectives for change.

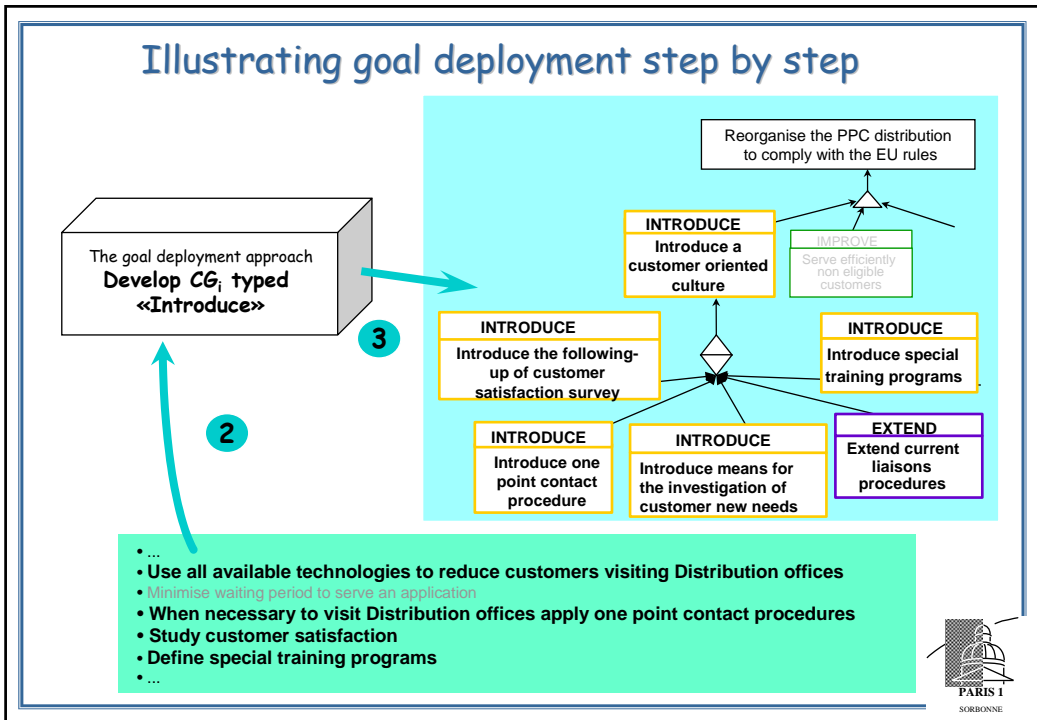
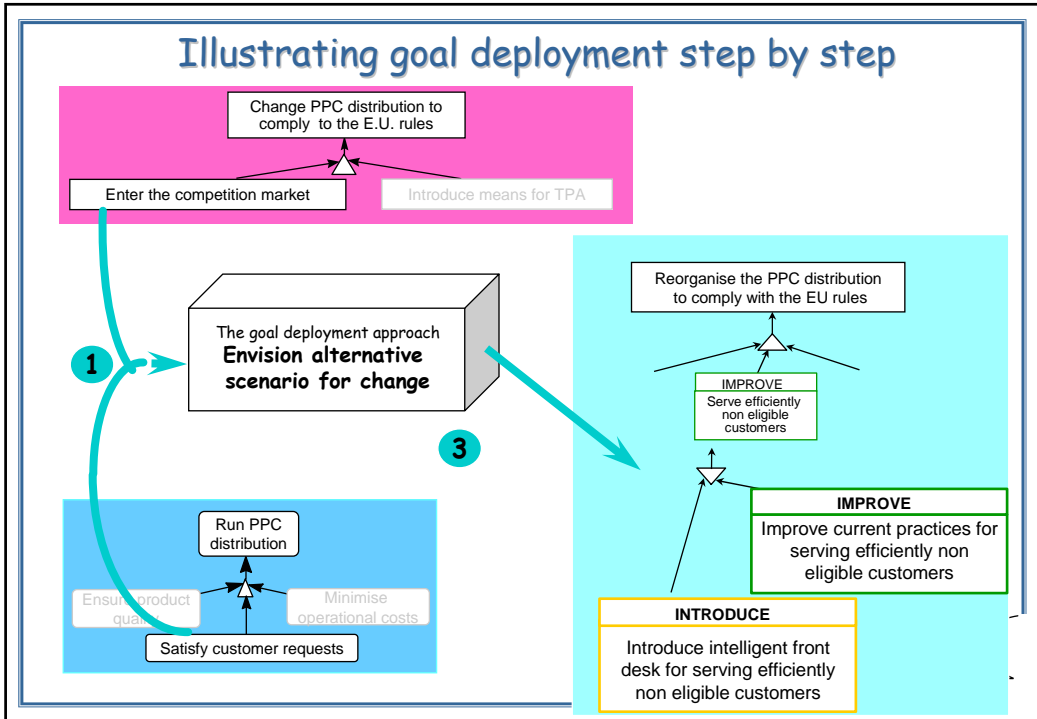


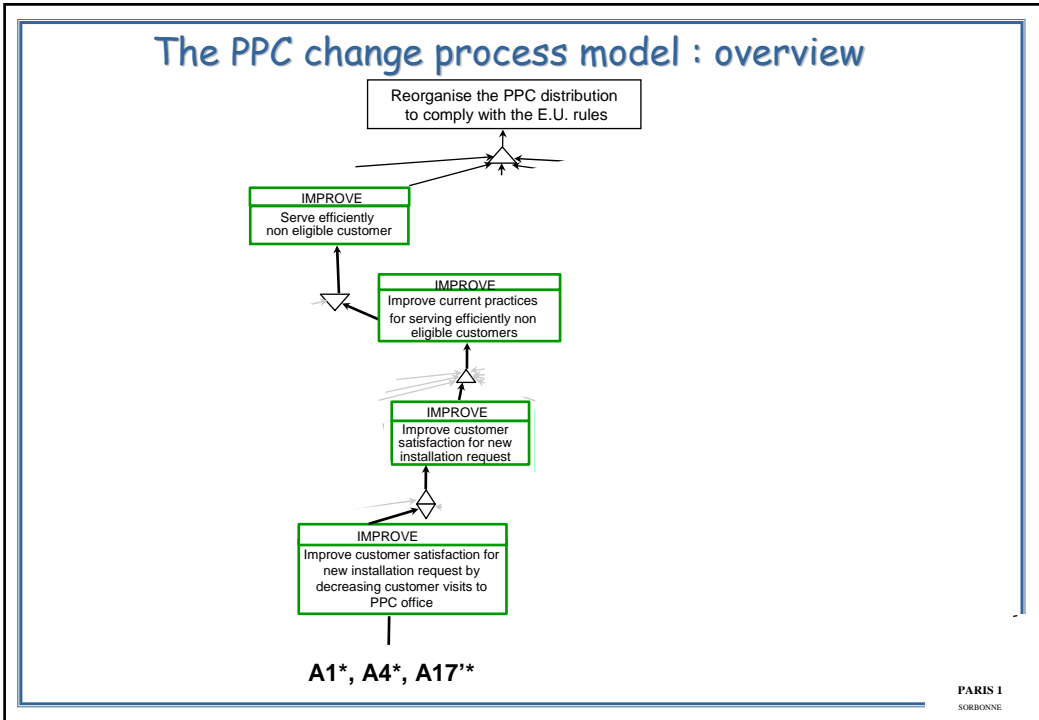
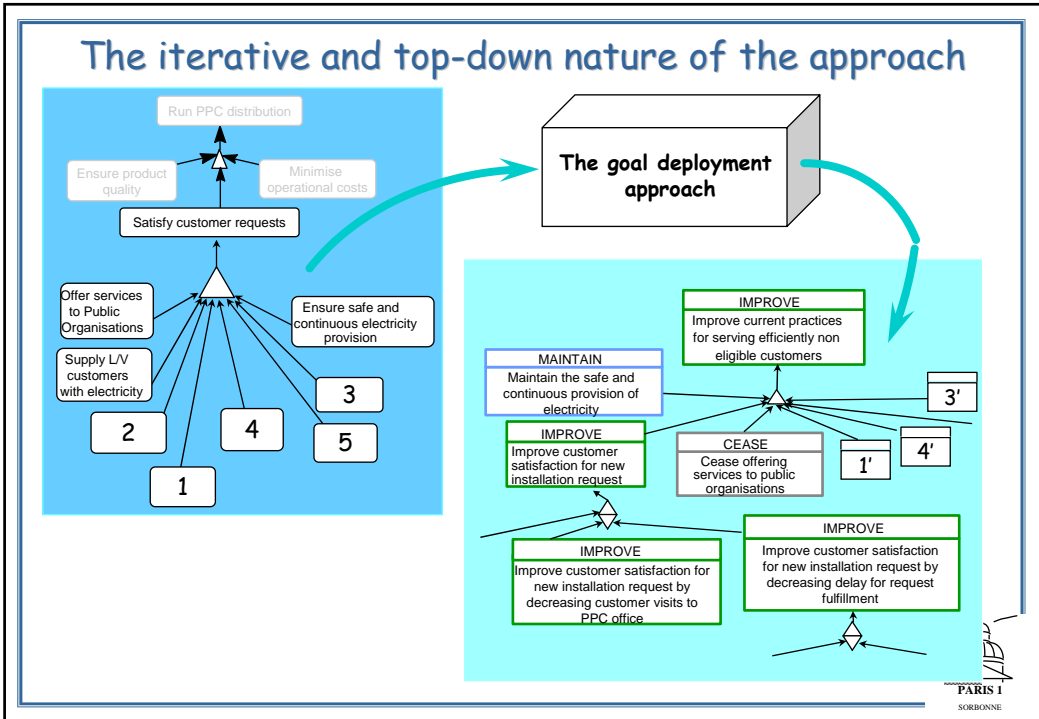


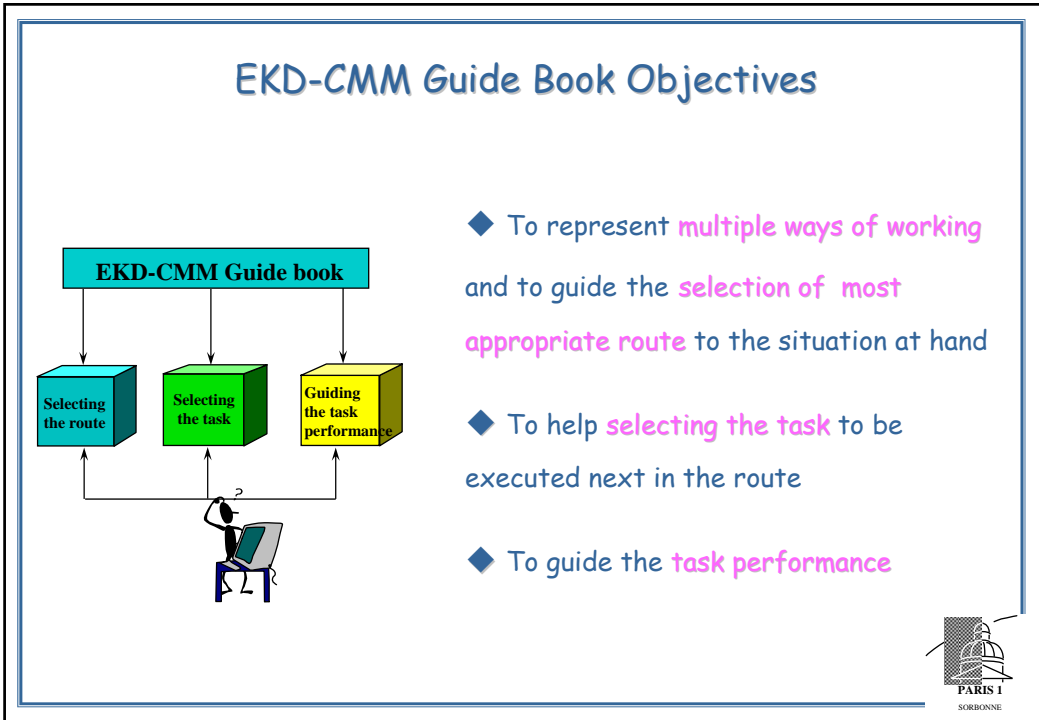
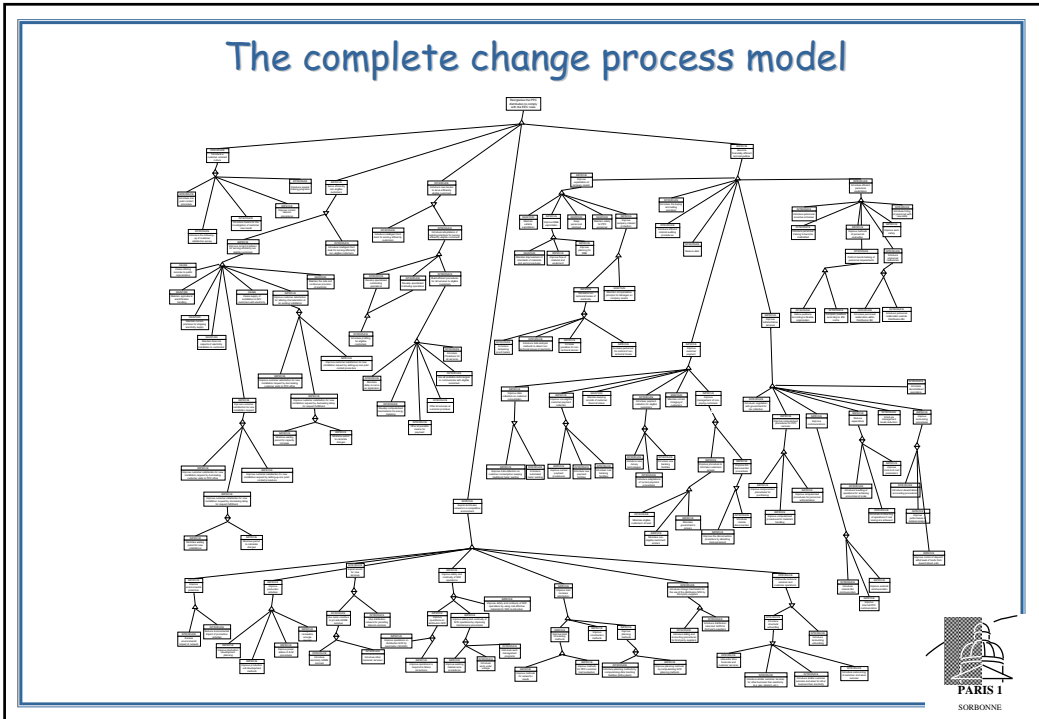






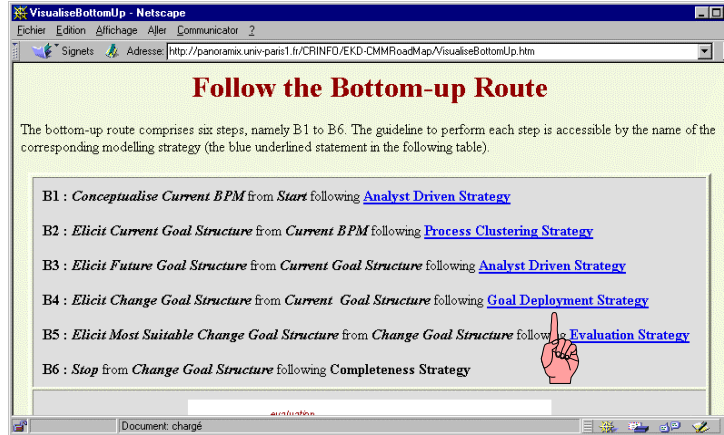






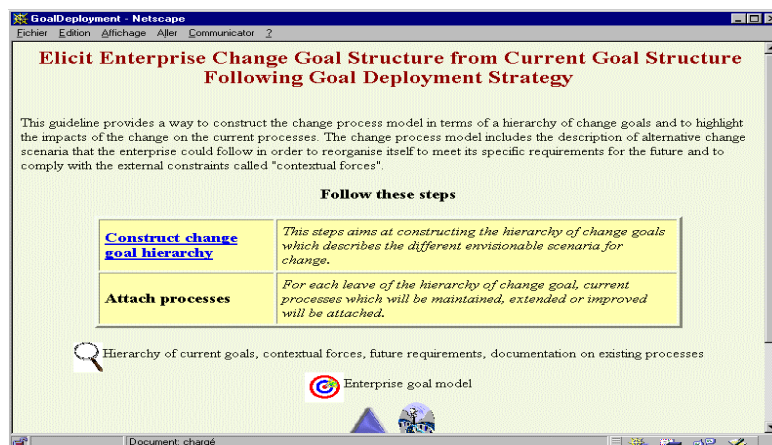
Helping the Selection of the Task to be Executed

Each route identifies the set of tasks to be performed and suggests their ordering.



Guiding the Performance of the Task

There is a **guideline** for each task providing advice and recommendations on how to carry out the task




GoalDeployment - Netscape
Fichier Edition Affichage Aller Communicator ?


Elicit Enterprise Change Goal Structure from Current Goal Structure Following Goal Deployment Strategy



This guideline provides a way to construct the change process model in terms of a hierarchy of change goals and to highlight the impacts of the change on the current processes. The change process model includes the description of alternative change scenaria that the enterprise could follow in order to reorganise itself to meet its specific requirements for the future and to comply with the external constraints called "contextual forces".

Follow these steps

<u>Construct change goal hierarchy</u>	<i>This steps aims at constructing the hierarchy of change goals which describes the different envisionable scenaria for change.</i>
Attach processes	<i>For each leave of the hierarchy of change goal, current processes which will be maintained, extended or improved will be attached.</i>

 Hierarchy of current goals, contextual forces, future requirements, documentation on existing processes

 Enterprise goal model

Document: chargé

Conclusion

EKD-CMM : a structured method of handling organisational change.

The **goal deployment** approach allows the generation of the alternative scenaria for change :

- ❖ a systematic approach focussing on the discovery of alternative scenaria for change
- ❖ pinpointing the impact of change on the current practices

The **EKD-CMM Guide book** provides support for :

- ❖ Route selection
- ❖ Task selection
- ❖ Task performance

Current and Future work :

- ❖ Definition of means for scenario evaluation
- ❖ Definition of reusable change process patterns
- ❖ Enactment of the change process model

