**Readiness Assessment Questions: Leadership Questions 1**

|  |  |  |  |
| --- | --- | --- | --- |
| **Readiness Level** | **Categories** | **Questions** | **Responses** |
| Prepared | Vision | What are your goals and objectives for implementing this new system at [company name]?  How do you envision this system aligning with our strategic objectives at [company name]? |  |
|  | Urgency | Why is it crucial for the company?  In what ways can it enhance our customer service, market presence, and overall capabilities? |  |
|  | Change History & Risks | What potential challenges and risks do you foresee in the implementation of this system? |  |
|  | Leadership Approach | What measures or actions are necessary to gain active support from your leadership team regarding this system? |  |
|  | Win and Success Metrics | What indicators or metrics will demonstrate the success of this implementation? |  |
| Inclined | Leadership Approach | What role do you believe you will play in this project?  What are reasonable expectations for employees and leadership regarding the capabilities and benefits of this system? |  |
|  | Culture & Resistance | In the event of resistance, what signs might indicate such resistance, and which areas within the organization may perceive the new system as threatening? |  |
|  | Leadership Commitment | How can employees be assured of management's commitment to implementation?  What steps must leadership take to convince employees of their dedication? |  |
|  | Actions to Enable Adoption | What specific actions should your direct reports take to achieve success with this system? |  |
| Capable | Impacted Stakeholder and Capability to Change | What level of knowledge and skills do you think leadership and the management team should possess to effectively support the implementation?  Is there a shared understanding among management about their specific roles and responsibilities in this project? |  |
|  | Change History & ERP Experience | How many senior leaders have prior experience working in organizations that have implemented enterprise ERP systems? |  |
|  | Employee Skills & Training | What new skills and capabilities will employees need to acquire for the successful implementation?  Who do you believe should be responsible for providing these resources? |  |
|  | Change History & Lessons Learned | If you have previously experienced an implementation, what aspects were successful and what areas could have been improved upon? |  |