

CHANGE and the Training Function: Anticipation, Preparation, Context

Change Driver:	
<i>Within</i> your training function, how much concern/discussion do you detect about the impact of this change driver, in the next few years, on the work you do for your organization?	<input type="checkbox"/> Low <input type="checkbox"/> Moderate <input type="checkbox"/> Significant <input type="checkbox"/> Don't Know
Frequent Vocabulary: List the words related to this change driver you hear most often around your department	
How much concern about this change driver do you detect in the rest of your organization, <i>outside</i> your training unit?	<input type="checkbox"/> Low <input type="checkbox"/> Moderate <input type="checkbox"/> Significant <input type="checkbox"/> Don't Know
Frequent Vocabulary: List the words related to this change driver you hear most often <i>elsewhere</i> in the organization	
Check any of the following strategies your training function will <i>probably</i> apply to respond to the impact of this change driver:	<input type="checkbox"/> Little change, business as usual <input type="checkbox"/> Develop new content <input type="checkbox"/> Abandon some existing content <input type="checkbox"/> Revise/restructure ("tweak") existing content <input type="checkbox"/> Deliver existing content in new ways <input type="checkbox"/> Other:
Where will you find the resources to make needed changes?	<input type="checkbox"/> No changes needed <input type="checkbox"/> Sufficient resources already available <input type="checkbox"/> Get additional resources <input type="checkbox"/> Cut some programs/courses <input type="checkbox"/> Savings generated by technology/efficiency <input type="checkbox"/> Don't Know
At the executive level of your organization, which of the following describe how they see <i>your</i> role in helping the organization deal with this change driver?	<input type="checkbox"/> Major role in crafting solutions <input type="checkbox"/> They think up the solutions, you just deliver them <input type="checkbox"/> Advisory role only <input type="checkbox"/> No direct role in addressing this change driver <input type="checkbox"/> You compete for resources they need to address the problem <input type="checkbox"/> Don't Know
What about middle management, department heads, regional supervisors, etc.?	<input type="checkbox"/> Major role in crafting solutions <input type="checkbox"/> They think up the solutions, you just deliver them <input type="checkbox"/> Advisory role only <input type="checkbox"/> No direct role in addressing this change driver <input type="checkbox"/> You compete for resources they need to address the problem <input type="checkbox"/> Don't Know