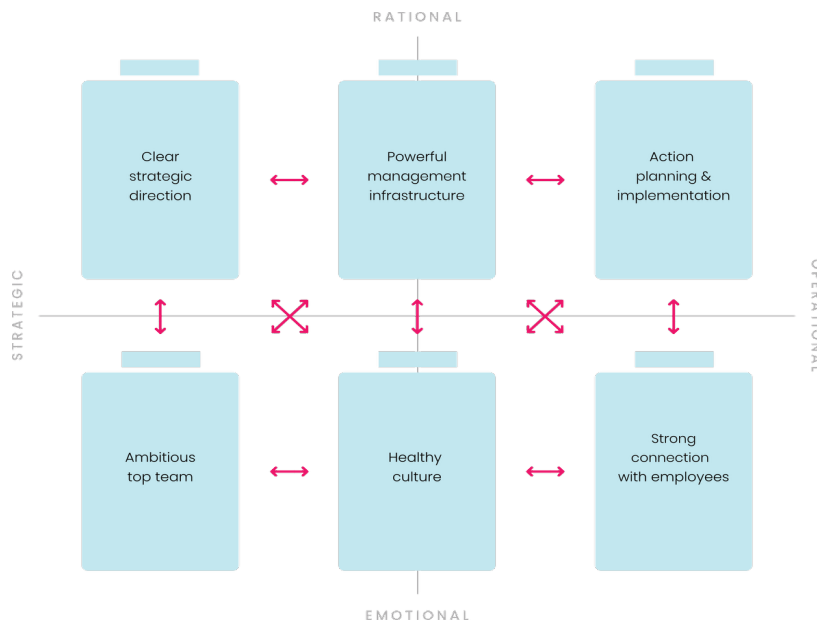
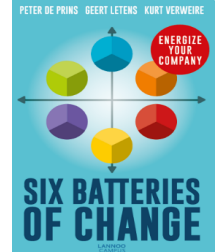


## SIX BATTERIES OF CHANGE - Quick scan

In the book Six Batteries of Change, Peter De Prins, Geert Letens and Kurt Verweire present a new model for managing organizational change. The main idea is that effective change is all about managing energy. Only when you generate enough energy, you can make lasting change happen. If your energy reserves are running low, your change efforts will quickly fizzle out.

The new change model sets out which aspects within an organization generate energy for change. There are six key areas in your organization that must be energized for change to be successful. We call these areas the 'batteries of change.'

There are three rational batteries of change which cover the hardware of change: strategy, management infrastructure, and action planning and implementation. The emotional batteries of change affect the software of change, including the dynamics within your top team, the culture, and the connection with the employees. Two batteries deal with the top, two focus on the operational side of management, and two batteries provide the bridge between the strategic and the operational level. The authors have found strong empirical evidence that all batteries of change need to be charged for change to be successful.



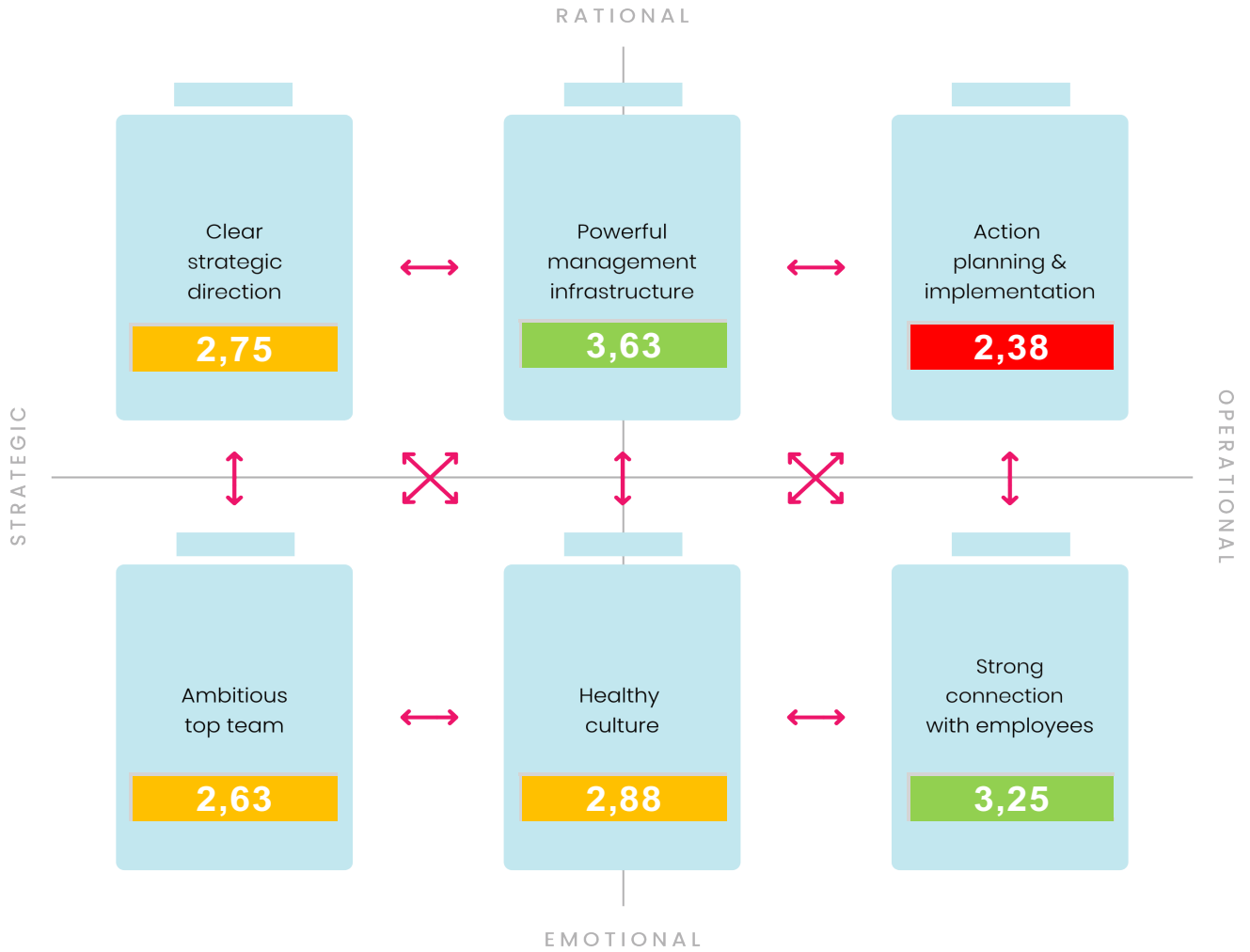
## Dummy report

### ENERGY STATUS OF THE ORGANIZATION

This page presents your overall energy profile of your organization. If you want to change your organization successfully, you can leverage the power of the full batteries, but you will need to work on the batteries that are running empty. If you don't tackle the batteries with a low energy status, the effectiveness of your change efforts will suffer.

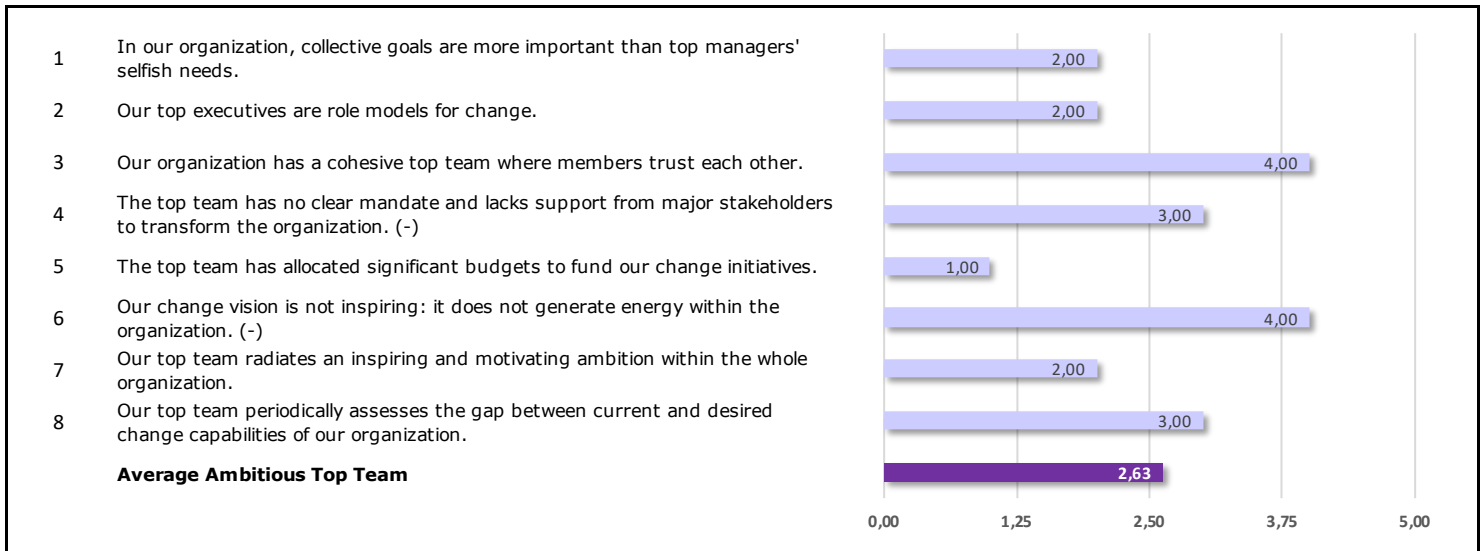
The figure presents two scores for each battery. In the bar charts, you'll find the average score per battery. The score per battery is a score from 0 to 5 and is an average of the 8 questions for each battery. In the book, we used the following labels: 0-2 - 'negative scores'; 2-3 - 'somewhat negative scores'; 3-3.75 - 'somewhat positive scores'; 3.75-5 - 'positive scores'.

The percentages are percentiles and tell you what's the percentage of companies in our database with a score equal or lower than your score.



## BATTERY: AMBITIOUS TOP TEAM

The most importance source of energy is your leadership team - it drives change by setting ambitious goals and aspirations. But a top team can be an energy drainer, especially when the top team is divided and focuses on playing political games.



We have measured your scores on a scale from 0 to 5. Scores higher than 2,5 indicate better scores; scores lower than 2,5 indicate worse scores. Multiplying the scores by 2 gives you a score on 10. Some statements have a (-) behind them. These are negative statements. The scores in the report are reversed. So a high score on a negative statement is a good thing. A low score on a negative statement indicates that you had agreed.

## BATTERY: CLEAR STRATEGIC DIRECTION

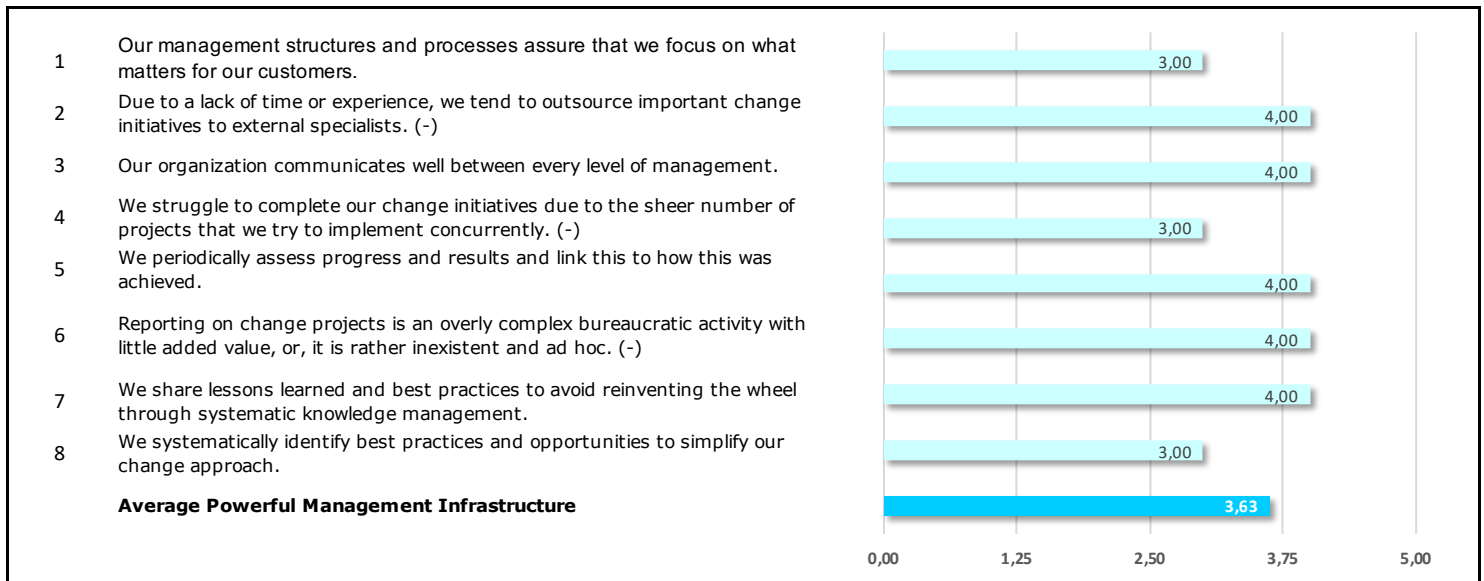
A robust strategy is crucial to make change happen and keep everyone in your organization working towards the same goal. A company with a clear strategic direction has specified unambiguously what are the main strategic choices, now and in the future.



We have measured your scores on a scale from 0 to 5. Scores higher than 2,5 indicate better scores; scores lower than 2,5 indicate worse scores. Multiplying the scores by 2 gives you a score on 10. Some statements have a (-) behind them. These are negative statements. The scores in the report are reversed. So a high score on a negative statement is a good thing. A low score on a negative statement indicates that you had agreed.

## BATTERY: POWERFUL MANAGEMENT INFRASTRUCTURE

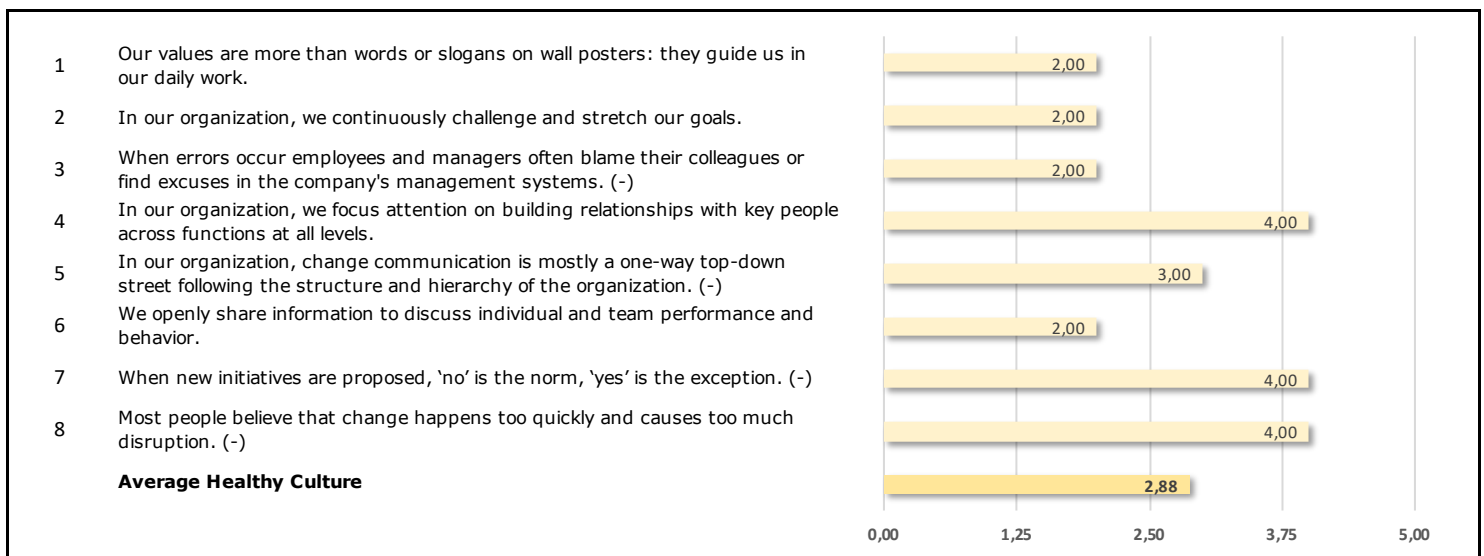
This is the bridge between the strategy and the many projects that help to implement it. It's made up of the structures and systems that help managers run your organization.



We have measured your scores on a scale from 0 to 5. Scores higher than 2,5 indicate better scores; scores lower than 2,5 indicate worse scores. Multiplying the scores by 2 gives you a score on 10. Some statements have a (-) behind them. These are negative statements. The scores in the report are reversed. So a high score on a negative statement is a good thing. A low score on a negative statement indicates that you had agreed.

## BATTERY: HEALTHY CULTURE

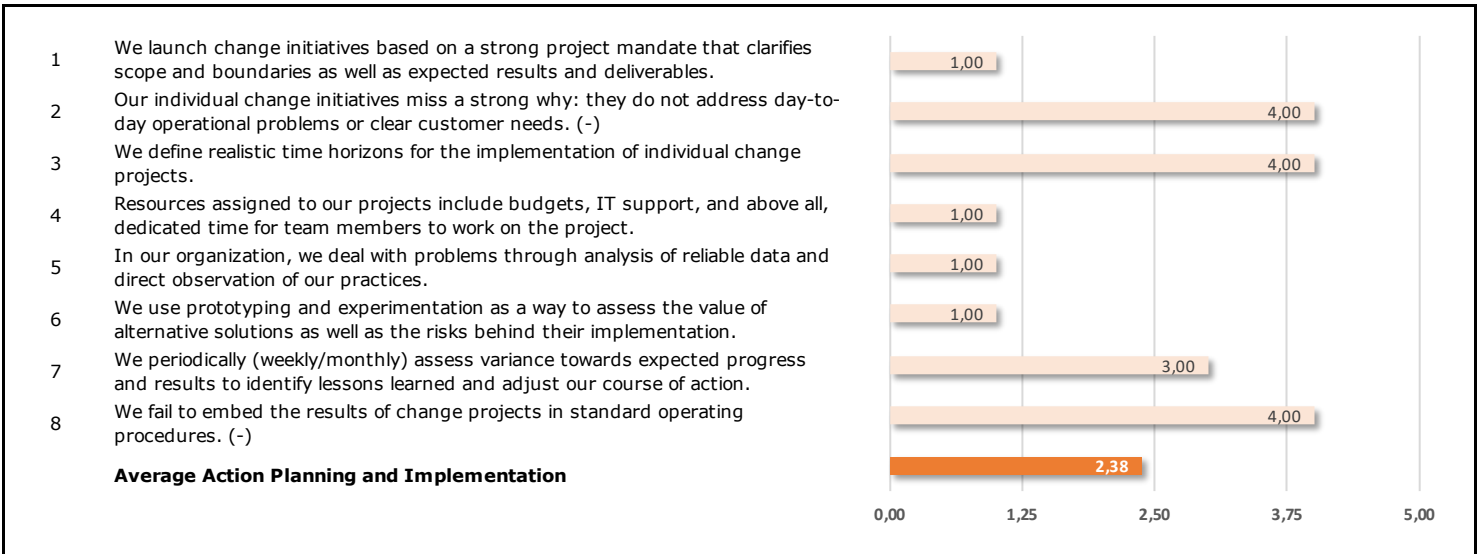
Culture can enable change - or be a barrier to it. In environments that are open, collaborative and receptive to new ideas, change is more likely to be far more successful than in unhealthy environments.



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## BATTERY: ACTION PLANNING AND IMPLEMENTATION

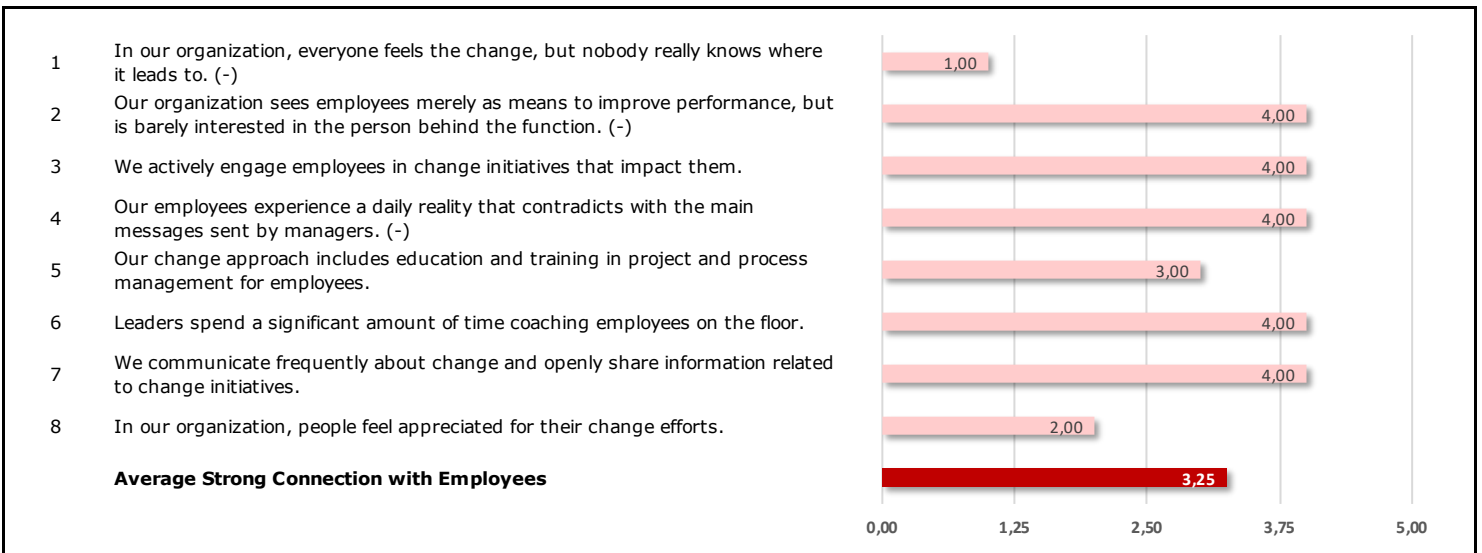
Effective change demands sound process and project management. This is where your strategy is translated into clear customer benefits and improved organizational capabilities.



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## BATTERY: STRONG CONNECTION WITH EMPLOYEES

To make change stick, everyone in your organization needs to commit to it. Your teams need to be willing to embrace change and the opportunities it brings.



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