

Delta Method change canvas

Name:

Date:

Version:

Step 9: implement

- What are we going to implement?
- What and how to integrate; how to ensure consistency between organizational elements?
- What and where to scale up? How do we keep checking, learning, and adjusting when necessary?

Step 8: check

- With whom do we check what is valuable and what works?
- How to check? (reflection with participants, reflection with management, workplace visit)
- What data do we use?
- Accept/reject hypothesis?

Decision:
No conclusion yet? Continue testing
No value/not working? Pivot or stop
Valuable/it works? Implement

Step 7: test

- What are we going to test, where and with whom?
- Which hypothesis are we testing?
- “If we do/apply [change xyz], then [expected positive effect].”
- Which risks to mitigate?
- What kind of test do we perform? (MVP, A/B, simulation, pilot)

Step 6: prepare

- What do we want to test?
 - What and how to communicate?
 - Other change activities?
 - What tools do we use? (test card, change plan, portfolio, heatmap)
 - Risks? Insights premortem?
- Decision: are we going to realize the prepared changes?

Step 5: ideate

- Who do we involve?
 - What HKW questions do we have as a starting point for ideation?
 - What are our ideas and which ideas will we bring further?
 - How do we change organizational elements in coherence?
 - Critical behaviors?
 - How do we bring ideas to life? (text, visuals, video, prototype?)
- Decision: are we going to prepare changes based on these ideas?

Step 1: explore

- What is the occasion or reason?
 - What’s going on and with whom?
 - What preceded it?
 - Who are we going to talk to?
 - What ambition and/or need is there?
 - What is the wish for the future?
- Decision: Are we going to investigate the current situation?

Step 2: investigate

- What is the research question?
- What are we going to investigate?
- Who do we involve in the research?
- Which methods will we use?
- What are the main findings?
- What is the answer to the research question?

Step 3: define

- What is the essence of the issue?
 - Is change necessary?
 - What do we want to get started with?
- Decision: are we going to continue working on this change initiative?

Step 4: focus

- What few goals do we want to achieve? Are they ambitious, positive and achievable?
 - What are our design principles; the criteria that must be met?
 - Which strategic priorities does the intended change contribute to?
- Decision: is there agreement on the focus?

