

# Structural Influence Strategies

## Systems, Processes, and Tools for change

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During a breakout session of a presentation entitled “Inside Influence: Leading Change from the Middle,” the attendees of the May 2010 OCA Meeting listed the following structural influence strategies:

- Coaching up executives
- Benchmarking
- Scorecard
- Milestones and goals
- Steering team
- Change readiness assessments
- Stakeholder analysis
- Change impact analysis
- Communications plan
- Feedback
- Town hall meetings
- Middle management
- Communication strategy
- Selection & retention policy
- Malcolm Baldrige standard
- Establish & measure core values
- Marketing campaign of all of the above
- Assess & address readiness
- Service flow pull structure
- Change the organization reporting structure
- Clarify & decentralize the decision making authority
- Recognition, rewards and incentives
- Identify key influencers
- Organizational alignment
- Intranet
- Lean Six Sigma
- New or modified equipment, facilities and layout
- Visio/process map
- Measurements and job models
- Visioning and strategy
- Staffing
- PowerPoints
- Appreciative inquiry
- Reassign authority
- Coaching
- Rules of engagement
- Status meetings
- Reinforcement plans and assessments
- Ad hoc authority
- Cross-functional team matrix
- Training
- Skill development
- Critical success factors
- Positive deviants
- Business case
- Re-purposing
- Rewards and incentives
- Employee stock ownership plans
- New process
- Policies
- Create “wake up” plan

