CEB Organizational Change Survey evaluates the organization’s strengths and risks to succeeding in its Open Source change strategy.

Why Now
Change is the new constant in business today, irrespective of industry or location. According to CEB research:

- A typical organization has undertaken five major firm-wide changes in the past three years;
- 73% of the organizations expect a greater number of changes over the next three years; and
- Only 34% of the organizations are clearly successful at managing change.

Traditional top-down approaches to managing and implementing change are not working, and HR leaders are increasingly dissatisfied with the speed and low success rate of change implementation. CEB research shows that using an Open Source change management approach vastly improves the likelihood of change success. Open Source change uses the entire workforce to plan and implement change; they use their diverse skills, experiences, and knowledge to co-produce change.

CEB Organizational Change Survey
Our survey allows you to quickly measure the extent to which your organization is executing on the key success drivers of Open Source change and offers immediate, tactical ways to make improvements.

Benefits
- Identify change obstacles.
- Enable managers to take immediate action.
- Empower employees to share concerns and own change.
- Decrease implementation time by one-third.
- Increase probability of success by 24%.

Workforce Surveys is just one way CEB enables more precise talent management.

PLAN | RECRUIT | ASSESS | DEVELOP | ENGAGE | PERFORM

CEB offers end-to-end insights, tools, and services to help you identify and leverage your talent better for improved business performance. All our offerings are underpinned by our leadership councils: our always on service of information, best practices, easy-to-use analytics and implementation tools that keep our members at the cutting edge of their profession.
Features

- CEB IP and proven research
- Quick deployment to enable immediate action
- Ability to add custom items
- Real-time response rates
- Hierarchy reporting
- Mobile-friendly, quick-view results
- Executive summary & key insights presentation

CEB Organizational Change Survey is a 30-question survey organized by the drivers of successful organizational change and employees’ level of commitment to making a change in their own personal behavior.

**Features**

- **Transferring Ownership of Change**
  I have what I need right now to do my job in a way that contributes to the change.

- **Promoting Change Networking**
  It is easy to connect with employees across different parts of the company to plan process or procedural changes.

- **Empowering Experimentation**
  My workgroup is enabled to experiment with new ways of doing things to contribute to the desired result.

- **Enabling Personal Change**
  I know what specific work behaviors I need to change so I am contributing to the desired result.

- **Reducing Change Obstacles**
  I am successfully meeting existing performance demands during this change effort.

- **Personal Evaluation of Change**
  **Open ended**: What is your honest reaction to being asked to change how you work?

**Key Applications and Use Cases**

- **Mergers and Acquisitions**
- **Process Change**
- **Technology Change**
- **Business Transformation**
- **Cultural Change**

Source: CEB analysis.