

# Change Management Phases

1

## Assess

- Assess Project
- Identifying Audiences
- Assess Impacts
- Assess Stakeholders
- Assess Communication needs
- Assess Readiness
- Assess Champion Network
- Assess Training Needs

2

## Develop

- Create Strategic Change
- Create Roadmaps
- Develop detailed Change Management plans and programs

3

## Deploy

- Deliver communication
- Engage stakeholders
- Manage champions
- Resolve resistance
- Deliver training
- Take change readiness
- Assess adoption readiness

4

## Normalize

- Provide post go - live support
- Assess & track change adoption success
- provide additional training, as needed
- Recognize success
- Reward champions network

5

## Exit

- Implement transition plan
- Hand off resources
- Complete final report & recommendations
- Formally close project

# Campus Telephone Systems Managing Change

**JL Elias**



## **Campus Telephone Systems Managing Change:**

**Campus Telephone Systems** ,1985 Issues facing a college or university that seeks to change its telephone system are raised in seven chapters Major topics addressed by this resource guide are telephone deregulation and changes in the telephone industry the new technology available how to manage a system consultants financing options and institutional case studies Specific areas of concern include factors to consider when changing a system management and cost controls why and when to choose a consultant financing for public and private colleges and external funding Technological concerns include Private Branch Exchanges PBX analog transition vs digital PBX switching PBX link to databases and computing facilities PBX internal links ancillary services and PBX access to local area networks Chapter titles and authors are as follows The Changing Telecommunications Environment Michael A Toner Managing Change M Toner Selecting a Consultant David C Metz Financing a New Telephone System William B Dougherty John W Sleasman Telephone System Technology John M Urban Large Institution Case Study University of Tennessee Knoxville Homer S Fisher and Small Institution Case Study McPherson College James M Dodson A 240 item glossary is included SW **Resources in Education** ,1986 *College and University Business Administration* Deirdre McDonald Greene,1992 **Public Service Management** ,1921 **Telephone Engineer** ,1926 **Telephony** ,1927 **Bibliographic Guide to Business and Economics** New York Public Library. Research Libraries,1986 *The PM Net Work* ,1994 **Telephone Engineer & Management** ,1923 **The Ohio State University Bulletin** Ohio State University,1923 **The Michigan Bell** ,1930 Management Arthur G. Bedeian,1993 **Electricity** ,1904 **Madras Christian College Magazine** ,1912 Reengineering James I. Penrod,Michael G. Dolence,1992 The Survey Edward Thomas Devine,Paul Underwood Kellogg,1916 **The Survey** ,1916 *Railroad Age Gazette* ,1948-07 Executive Budget Wisconsin. Dept. of Administration. Bureau of Management,1967 **The American Telephone Journal** ,1907

## Reviewing **Campus Telephone Systems Managing Change**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Campus Telephone Systems Managing Change**," an enthralling opus penned by a highly acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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