

QWLC

Quality of WorkLife Consultants **Themed Organization Change System**

Step	Title	Description	Outcome(s)
1	Preliminary Orientation and Clarity Meetings (Training Plan)	The <i>QWLC</i> Consulting Team meets with key participants to provide process clarity.	Client and participant confidence. Creation of Theme package.
2	Instrument Package Development and Distribution	A client Data Collection Team and others are involved with the Diagnostic Package development.	Identify and incorporate the most important potential issues.
3	Data Collection, Data Entry and Validation	The instrument is received. Data is entered and validated.	Receive, report receipts, enter the data, and validate entry.
4	Analysis, Synthesis, and Report Development	Results are reviewed by <i>QWLC</i> to determine trends and courses of action required for "Ideal" capacity.	Review the data and determine meaningful trends.
5	Organization Feedback and Recruitment	Diagnostic results are fed back to the potential respondent group.	Inform the members of the organization of Diagnostic results.
6	Coaching Lab(s) and Planning Session(s)	The client, direct reports, and improvement teams review the data and plan activities.	Understand the Diagnostic results so that decisions can be made effectively.
7	Team Formation and Team Culture Development	Teams are formed with high-yield development activities.	A well bonded team with high capacity for creative problem solving.
8	Development of Recommendation Design and Approval or Adoption	Teams create viable solution sets based on a defined problem then seek implementation authority.	The creation of viable solution sets.
9	Implementation and Measurement	Plans are implemented and monitored to assure they are solving the original problem.	Being able to know, with reasonable assurance that progress is being made.
10	Diagnostic Process Evaluation and Closure or Theme(s) Shift	Examine the process used so that improvements can be identified and adopted with adjustments.	Continuous system/process improvement and clarity concerning next steps.