







# Commitment Analysis

Purpose: to identify where the key stakeholders in your change programme are currently in terms of commitment and where you need them to be.

First plot their current position and then draw an arrow to your ideal

Note – you may wish to reduce commitment from time to time

Individual (group)	Oppose (active resistance)	Let (no active support but no resistance)	Support (must help it happen, providing resources and assistance)	Make (must be actively involved)
Senior Management				
HR Manager				
Union Official/ employee rep				
Employees				
Supervisors				

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