

# Job Aid

**Action Planning**

Helpful in transferring classroom learning to the job, applying a process to a situation, and implementing individual or group performance development activities.

**System Alignment**

Involves changing systems (such as compensation, performance review, training, and selection/promotion) to support the type of culture the organization wants to build. For example, if your organization wants to create a culture of entrepreneurial thinkers, the design of its compensation system might include a reward (such as a bonus) for developing and successfully implementing ideas that grow the business. Elements like employee empowerment, risk-taking, and trust would have to be a part of this culture. You would also need an infrastructure of resources, tracking methods, and reporting. (This is actually more of a strategy than a tactic.)

**Part II.**

**Appropriate Change Management Tactic**

Project Components	Education	Training	Coaching/ Counseling	Interviewing	Mentoring Programs	Tool or Model

Project Components	Intervention	Assessment or Survey	Focus Group	Communication	Action Planning	System Alignment