What is an Impact Analysis? And why do we do it?

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What is an Impact Analysis?

When we are preparing for a change, one of the first things we want to do is identify all of the people who are impacted by the change and understand what is changing for them. The Impact Analysis is how we collect this information. The Change Management team partners with Subject Matter Experts (SMEs) via working sessions to better understand who is impacted by the change and the nature of the changes.

The objectives are to:

- Identify the audiences impacted by the change - at the business unit level
- Define (at a high-level) what is changing for each group
- Assess the impact (size / scope) of the change for each group
Assess the group’s readiness level for the change (What reactions do we expect?)
- Identify tactics (communications, training and leader support) each group will need

The real value is in the “conversation” that happens in the room as we start discussing the changes for each audience or business unit.

Why do we do it?

Will EAM result in many really big process and/or procedural changes? Or will it be smaller in scope? What specifically will change in the day-to-day work? What other changes will this group experience around the same time EAM is going live? The information we gather in these sessions, helps us determine the level of support (communications, training, and leader support) that will be needed for each group, so we can plan accordingly.

Who will be involved?

The Impact Assessment working sessions will be facilitated by:

- Sunny Blakesley, Organizational Change and Communications Manager

There are over 24 business groups on the Twin Cities campus impacted by EAM and people from all five system campuses will be impacted by EAM as well.

When are these sessions?

Impact Analysis meetings are scheduled throughout 2018. We will then schedule sessions with our colleagues in Crookston, Duluth, Morris, and Rochester.