

# ACMP DC

Federal Change  
Management  
Community Meeting

**Welcome!**





## Mission

Connect and engage  
the DC metro area  
change management  
community

to build knowledge,  
advance the discipline,  
and lead meaningful  
and lasting  
organizational change.

**BUILD. ADVANCE. LEAD**

## Vision

Be the authoritative  
source for cultivating  
change  
management  
excellence in the DC  
metro area.

**DC'S CM AUTHORITY**

# Advancing the Discipline

*Awareness, Impact & Value, CoPs, DC Change Management*



**Federal CM COP**



**Data Analytics  
& Technology  
CM COP**

## **Communities of Practice**

*Groups of people who share a concern, a set of problems, or a passion about a topic, and who deepen their knowledge and expertise in this area by interacting on an ongoing basis.\**

## **BENEFITS**

Monthly Meetings with featured speakers  
Online Knowledge Library with forums  
Networking

\*Wenger, E., McDermott, R., Snyder, W. (2002). *Cultivating Communities of Practice*. Boston: Harvard Business School Press.

# How did I Get Here?

- I'm new to ACMP and received my CCMP in 2021.
- I'm also participating in Markon's Leadership Development Program (LDP) and the book we are using is Chris McGoff's "The PRIMES: How Any Group Can Solve Any Problem."
- Why did I bring up "Is there a difference between Change and Transformation?" in the 15 Sep 22 FEDCMCop chat?
  - I wondered if there is a potential friction point between Leaders who participated in leadership development programs (LDP) where the LDP views Change and Transformation differently than Change Practitioners, i.e. ACMP Standard for Change Management.
  - What does this "difference" cause?
  - What do Change Practitioners need to consider when engaging leadership at the beginning of the project (based on leader LDP exposure and Lexicon/Terminology/Definition)?

# Today

- Discussion on “Change” versus “Transformation”

# Interactive

- Put in Chat Box:
  - What is your definition of Change?
  - What is your definition of Transformation?

# PRIME: Change versus Transformation

- Chris McGoff differentiates between Change and Transformation, “i.e. Are you fixing or creating?”
- Change: “Requires you to become familiar with the current situation and to work to make things better, faster, cheaper, or some other “-er” word.” Success is judged by efficiencies and economies that are realized at the end of the effort compared to where started. When choosing change, future is really a reconditioned or improved version of the past.
- Transformation: “Involve a break with the past that is traumatic but potentially freeing. In transforming, we design our future and invent ways to bring it into reality. Transformation doesn’t describe our future by referencing the past (better, faster, or cheaper); **it births a future that is entirely new.**”

# Industry Definitions

- ACMP Standard for Change Management, First Edition
  - Change: “The transition from a current state to a future state.”
  - There is no definition for “Transformation.”
- PMI Lexicon of Project Management Terms, Version 3.2
  - Focus on Change Control, Change Control Board, Change Control System and Change Request
  - There is no definition for “Transformation.”
- Scaled Agile (SAFe) Glossary, 2022
  - No definitions for “Change” or “Transformation.”

# Transformation Definitions

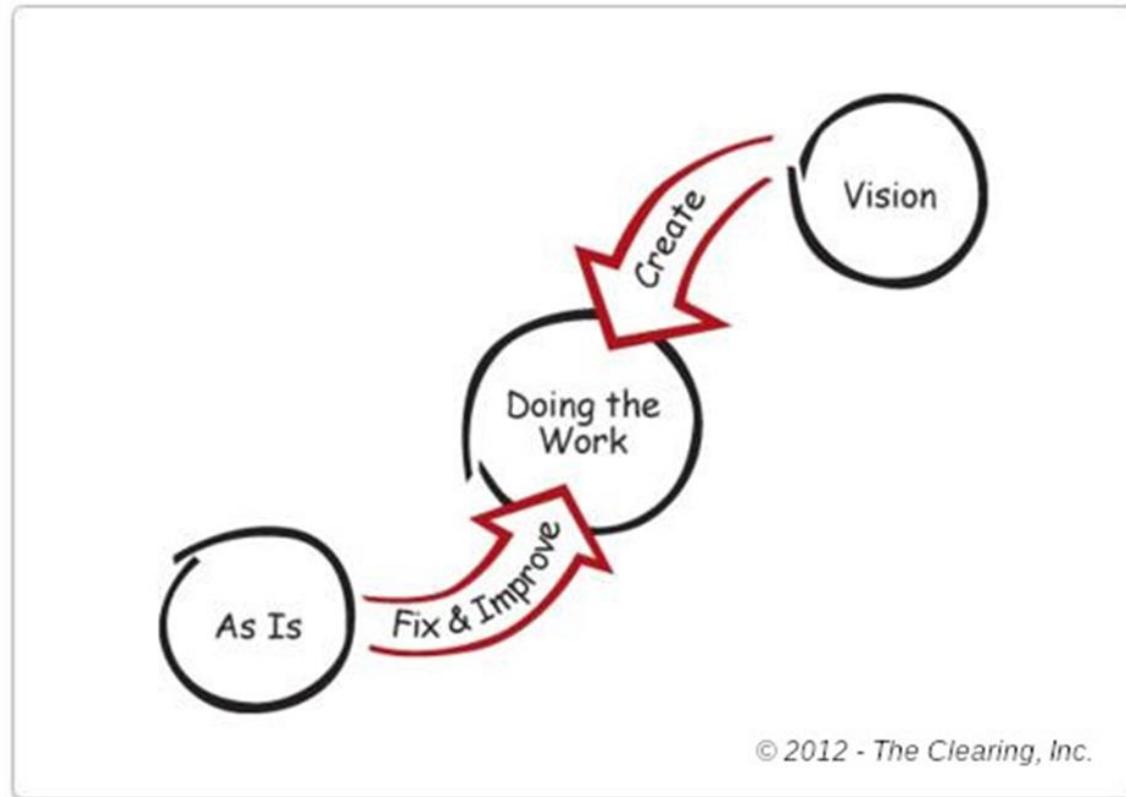
- Merriam-Webster Dictionary:  
“An act, process, or instance of transforming or being transformed.”
- Cambridge Dictionary:  
“A thorough or dramatic change in form or appearance.”

# PRIME: Change versus Transformation

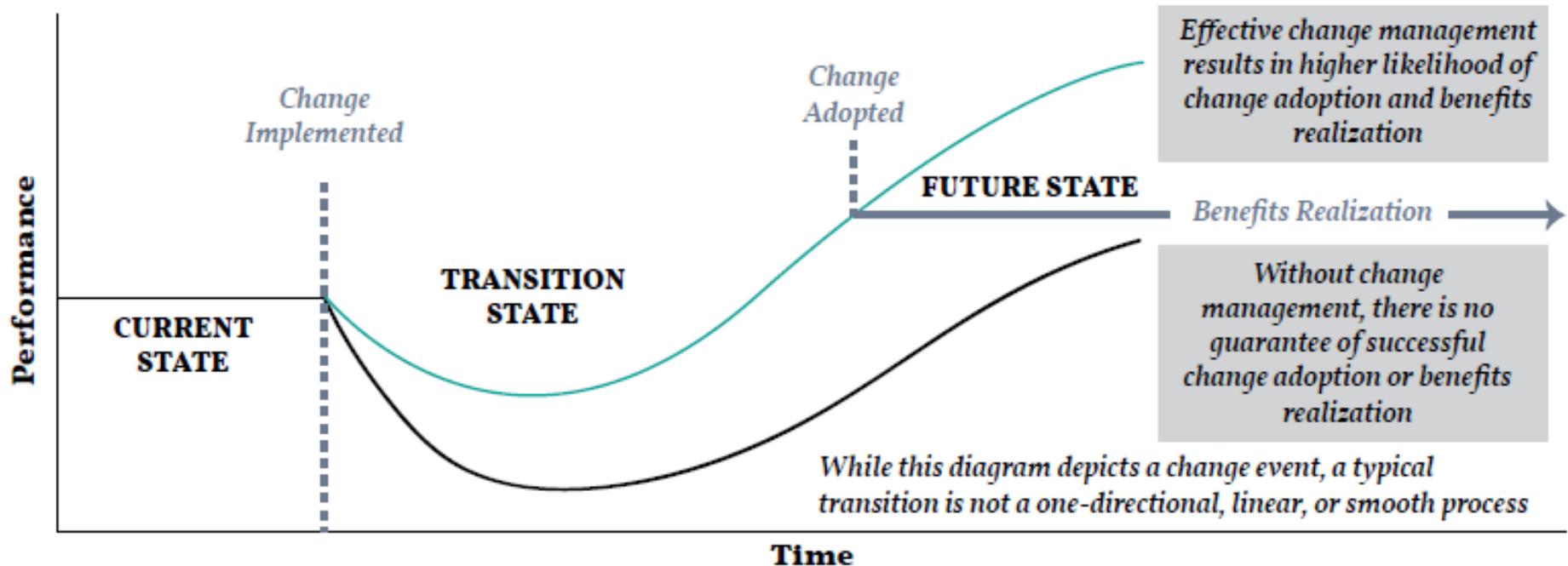
- Fixing or Creating
- Design our future and invent ways to bring it into reality

**Change:** “er” words, faster, cheaper, etc.

**Transformation:** Future state no “er” words



# What are possible effects on the Transitional Process CM professionals may need to consider for Transformation efforts?



# How can we apply these perspectives for our organizations and in our roles?

- What is your organization's Leadership Development Program (LDP) definition of change and transformation?
- What differences are there between your client/corporate LDP definitions and ACMP Standard for Change Management?
- As a Change Practitioner, what would you do differently between change and transformation projects.

# Standard for Change Management (ACMP)

- Since Transformation is not in the Standard, should it be?
- Should we pose some questions/ suggestions for ACMP to ponder for the next version of the Standard for Change Management?
- Proposed questions:

The logo for ACMPDC features the letters 'ACMPDC' in a bold, sans-serif font. 'ACMP' is in red and 'DC' is in blue. To the right of the text is a red flower-like icon with a white center containing a blue map of the United States.

**ACMPDC**

Association of Change Management Professionals  
Washington, D.C. Chapter



# Thank you!

Got a question or feedback?  
Email us at [community@acmpdc.org](mailto:community@acmpdc.org)

# PRIME: Change versus Transformation: As an Individual

- “Trying to lose weight” versus “choosing the healthy alternatives at every option?”
- “Trying to quite smoking” versus “living smoke free?”
- “Trying to get better at your work” versus “being a person of integrity?”
- **“As long as you are “trying to do something, you are “not doing” something!”**