



## Launch Lead Live: The Executive's Guide to Preventing Resistance and Succeeding with Organizational Change

### Intended Outcome Development Template

Think about the problem or opportunity you would like to address. Get a clear picture of your organization having solved the problem or achieving the opportunity. With the picture clearly in your mind, answer the following questions.

| Intended outcome question  | Response |
|--|----------|
| What is the relationship between the affected groups or people and the rest of the organization?                       |          |
| What is the relationship among the affected people or groups?  |          |
| What are your customers or clients saying about the new environment?   |          |
| What are your employees doing in the new environment?  |          |
| What does leadership look and feel like in the new environment?  |          |
| What other elements of the new environment are important for your organization?  |          |
| Using the responses to the questions you just completed, write a brief description of your organization in the future. |          |