

PMI Standard - *accomplir*[®] Integrated Methodology - ACMP CM Standard Alignment

PMI Std.	<i>accomplir</i> [®] Integrated Methodology		ACMP Change Mgmt. Std.	
Element	Phase	Key Tools	Step	Key Outputs
Initiating & Planning	Scope & Define	<ul style="list-style-type: none"> * SOR² Assessment * Behavioral Process Relationship Map * Behavioral Value Stream Map * Behavioral SIPOC / IPO * Behavioral Process Profile * Key Leader Engagement Plan 	5.1 Evaluate Change Impact & Organizational Readiness	Charter, Business Case, Vision Statement, Change Objectives & Goals, Success Measures, Stakeholder Analysis, Change Impact Assessment, Organ. Alignment Assessment, Culture Assessment, Learning Needs Assessment, Risk Register
Executing	Analyze (Current-State)	<ul style="list-style-type: none"> * Current-State Behavior Annotated Process * Behavioral Gaps * Disconnects or Failure Modes * Antecedent-Behavior-Consequence Analysis * Updated Key Leader Engagement Plan 	5.2 Formulate the Change Management Strategy	Communication Strategy/Plan, Sponsorship Strategy/Plan, Stakeholder Engagement Strategy/Plan, Change Impact and Readiness Strategy, Learning and Development Strategy/Plan,
	Design (Future-State)	<ul style="list-style-type: none"> * Future-State Behavior Annotated Process * Behavioral Measures Chain * Updated Key Leader Engagement Plan 	5.3 Develop the Change Management Plan	Measurement and Benefits Strategy/Plan, Sustainability Strategy/Plan, Resource Plan
	Deploy	<ul style="list-style-type: none"> * Leader Coaching Plan (LCP) Workshops * Leader Coaching Plans 	5.4 Execute the Change Management Plan	Financial, Information & Physical Resource Updates, Learning & Performance Evaluation Reports, Benefits Realization Reports
Monitoring & Controlling	Adopt & Sustain	<ul style="list-style-type: none"> * Leader Control Plans * Sustainability Reviews 		
Closing			5.5 Complete the CM Effort	Change Analysis Objectives Outcomes and Next Steps, Lessons Learned Evaluation, Remediation Plan