ORRA Survey Results

Below are the compiled responses to the Organizational Risk and Readiness Assessment (ORRA) Lite survey administered by Huron to University of Central Florida between February 18, 2020 and February 28, 2020. While 177 individuals responded to the survey, some questions may have fewer responses due to the optional nature of each question.
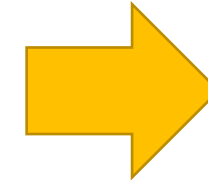
Key Takeaways

What to Improve

- 45% of Respondents felt that Communications were lacking
  - Communications were also identified as what would 'make or break' a change initiative

- 45% felt that resources (training, people) were lacking
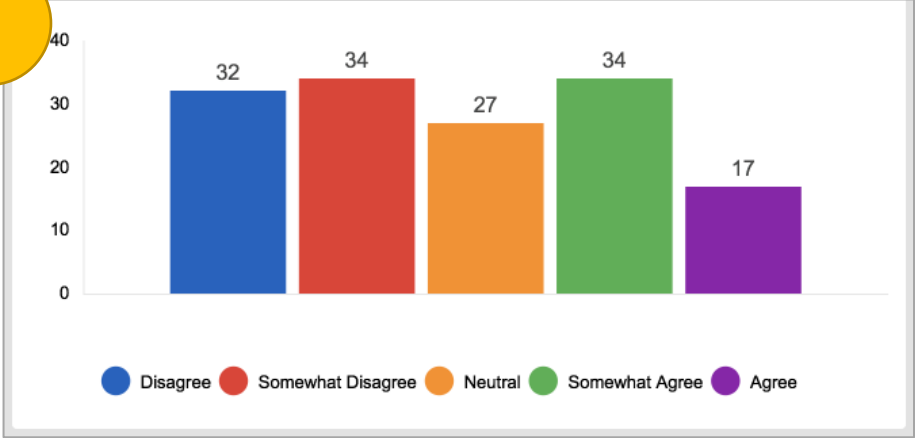
Overall Feelings

- High Change Fatigue, however..

- 88% believe in a high probability of success for this project

- 68% see their peers as willing and able to embrace this change

UCF
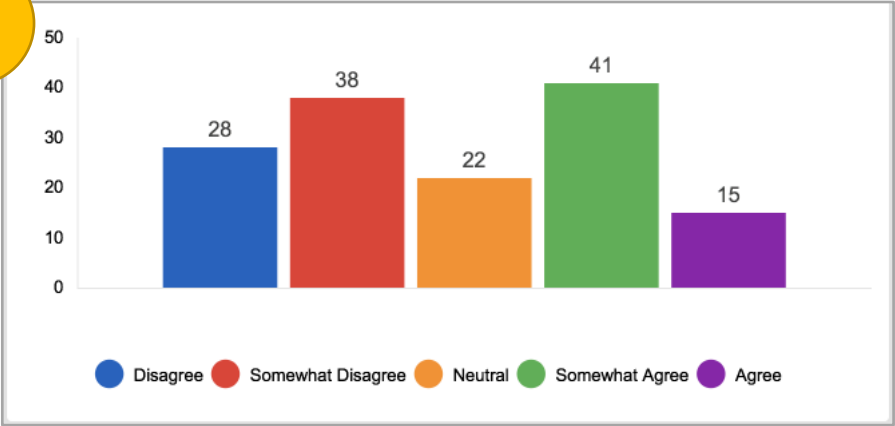
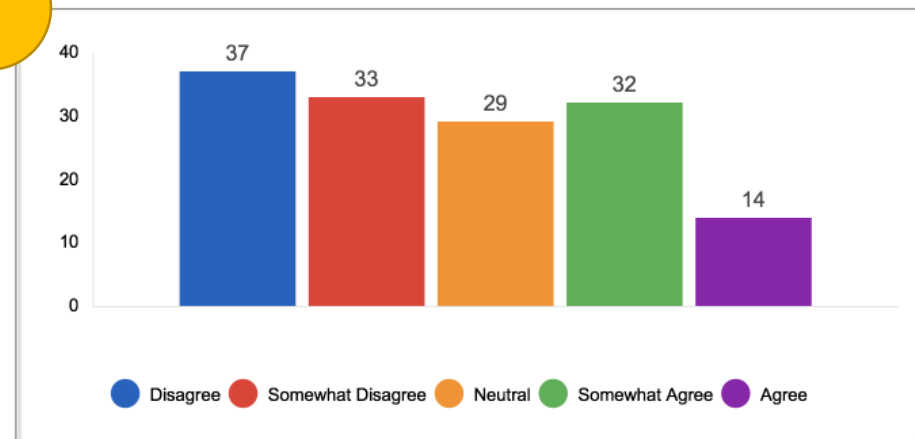**1** — *The formal organizational structure is effectively aligned to implement change.*

	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Value	28	38	22	41	15

2 — *Communication around vision, content of changes, roadmap, and expectations are clear and consistent.*

|	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Value	32	34	27	34	17
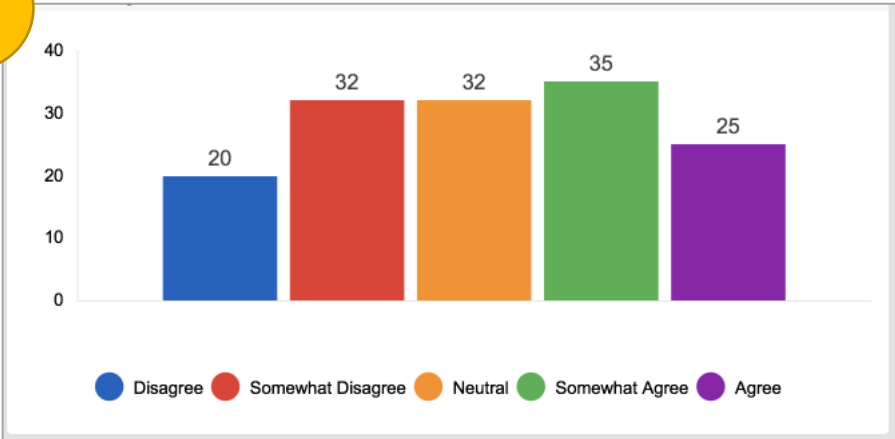
3 — *People responsible for implementing system or process change have high credibility and success in implementing past changes.*

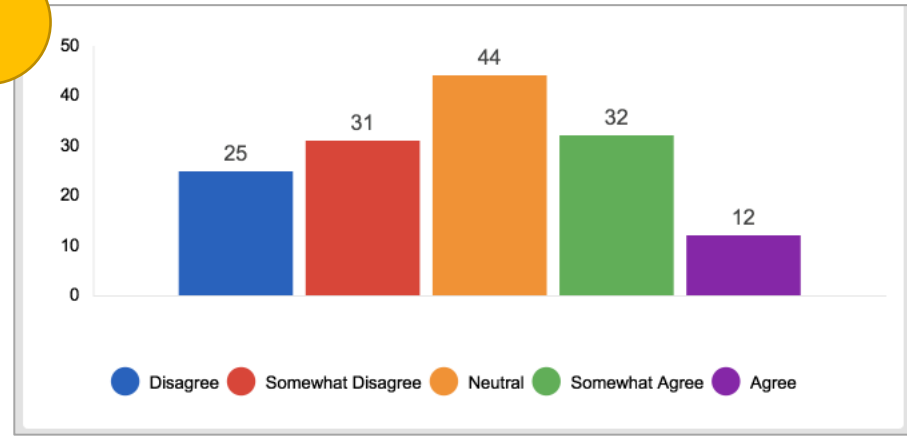|	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Value	20	32	32	35	25

4 — *People feel involved in deciding whether and how system or process changes will be implemented.*

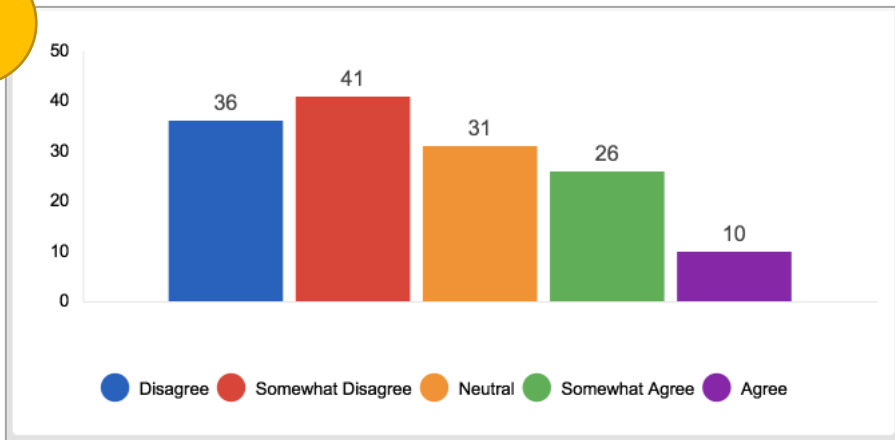|	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Value	37	33	29	32	14

UCF

5
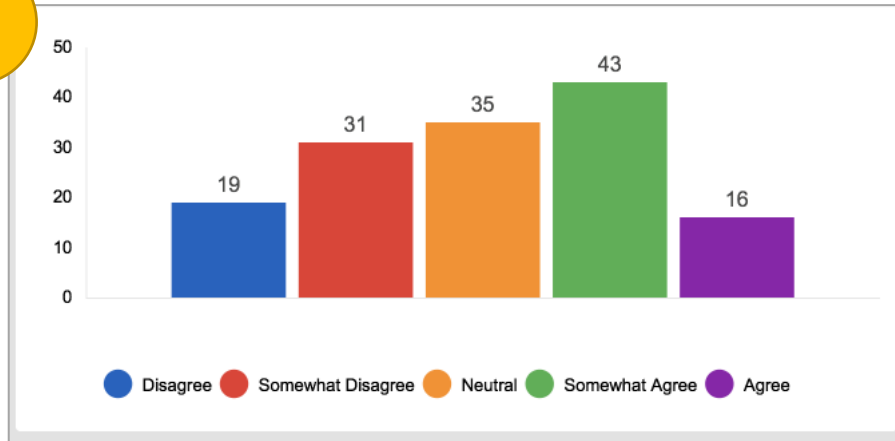
We typically have the managerial discipline and follow-up to successfully implement decisions.
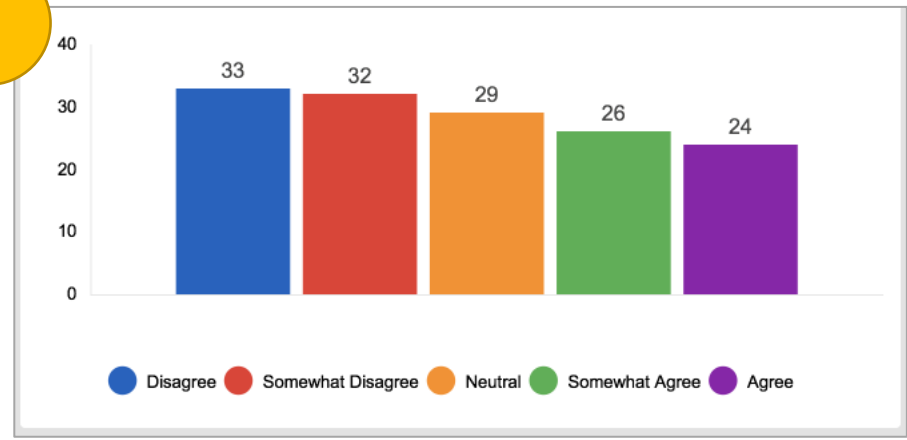

6

Leadership team honors resistance and effectively plan to manage individual change readiness.
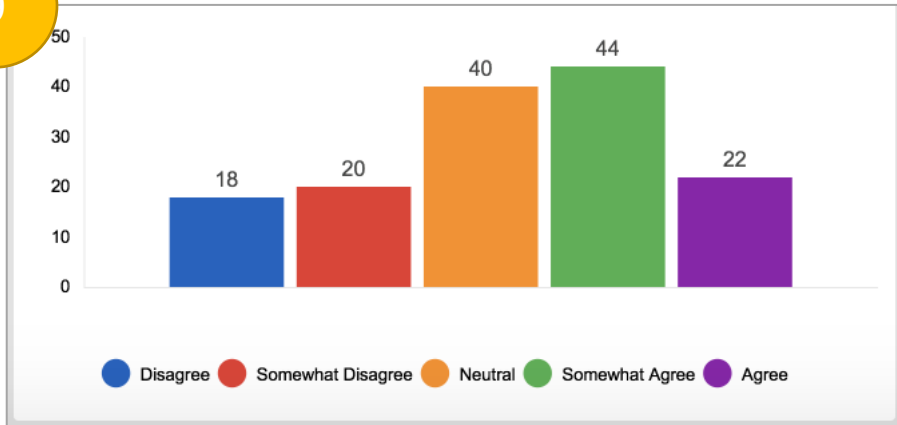

7

There are clear rewards for demonstrating commitment to a change and clear negative consequences for not complying with change.
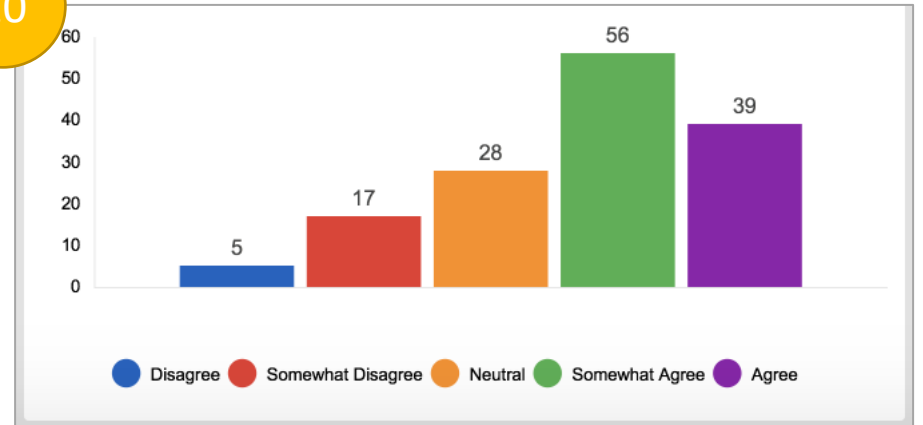

8

We have the resources (technology, people, training) needed to successfully implement change to the cloud.

9

I personally believe that today there is a high probability of successfully implementing strategic change with our ERP system.

10

I view my peers and work colleagues as willing and able to embrace a move to the cloud.

Describe a recent system or process change in your organization that went well. What factors contributed to the success and sustainability?

Describe a recent system or process change in your organization that did not go well. What factors contributed to the lack of success?

How would you describe the level of change fatigue in your organization?

If you could change one thing about how the culture of your organization implements change initiatives, what would it be?
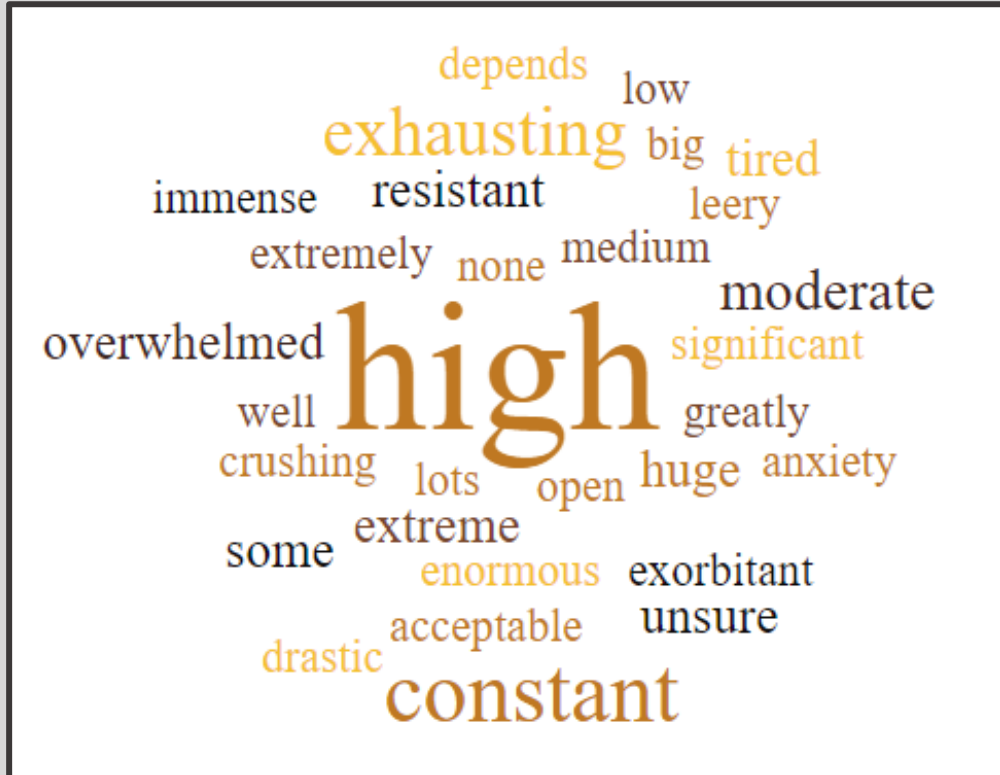
What major hurdles do you think your organization needs to overcome to be more successful while implementing change initiatives?