

Andante Management

Your partner in Change-management!

DINAMO : Method for assessing the willingness to change.

What is DINAMO?

- DINAMO-survey maps the willingness to change of the managers and the people in the organization

AND

- Identifies the factors that are the basis for a high or low level of willingness to change

Purpose of DINAMO

- Starting point for discussing the change with the involved people
- Early identification of the hurdles
- If needed tailor-made intervention

Purpose of DINAMO (2)

- Discuss with the concerned people the results of the survey
- And find out together the most adequate solution. Probably this is our most important intervention!

Elements of a positive and negative model of resistance

Negative model

Unavoidable reaction
Expression of disapproval
Past oriented

Strategies for overcoming
resistance :
Negociation
Manipulation
Coercion
(working against resistance)

Fighting and minimising
resistance

Positive model

Desired reaction
Expression of concern
Futur oriented

Communication
Participateion
Facilitation
(working with resistance)

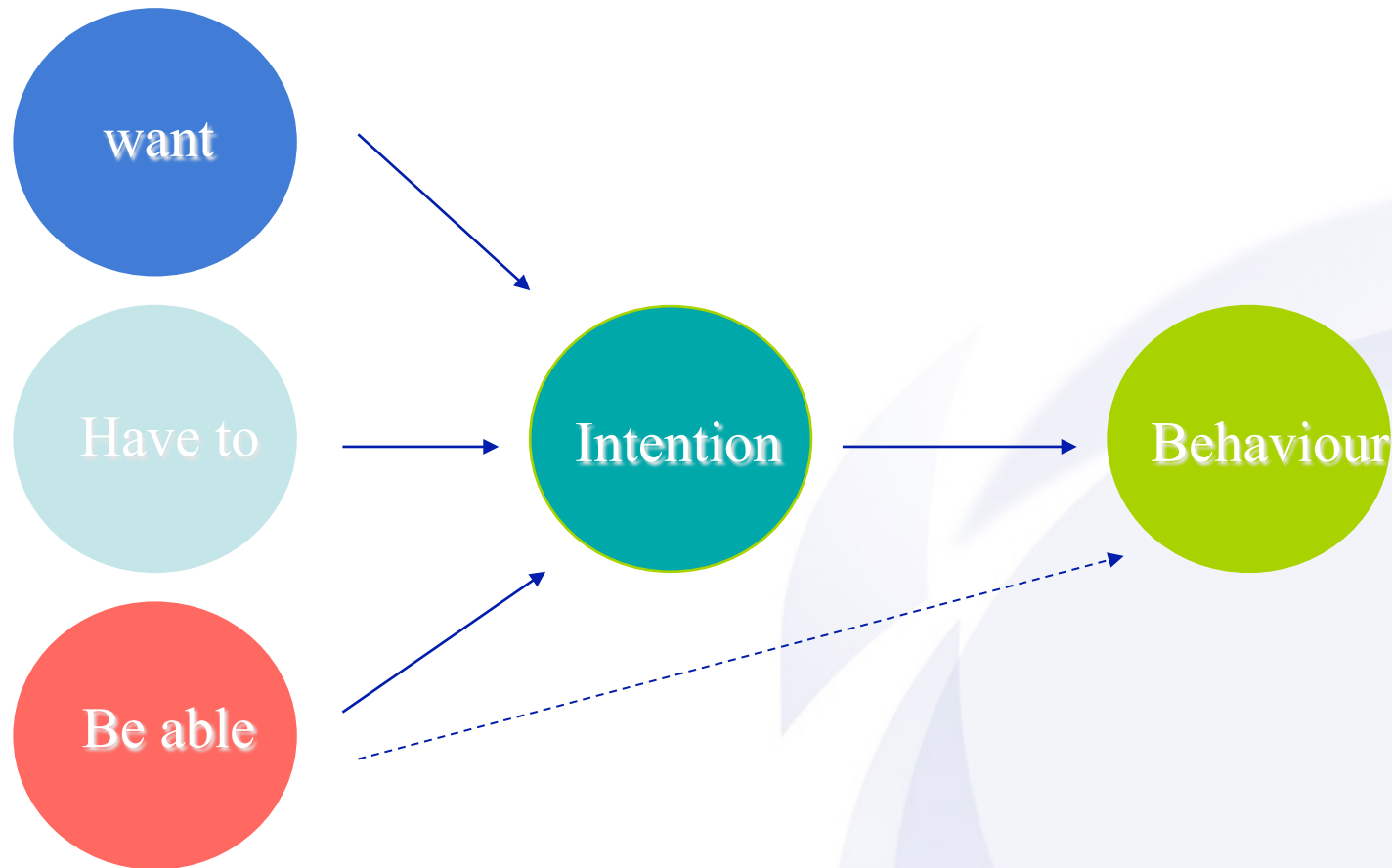
Understanding and responding
to resistance

DINAMO prefers the positive view of
“resistance”

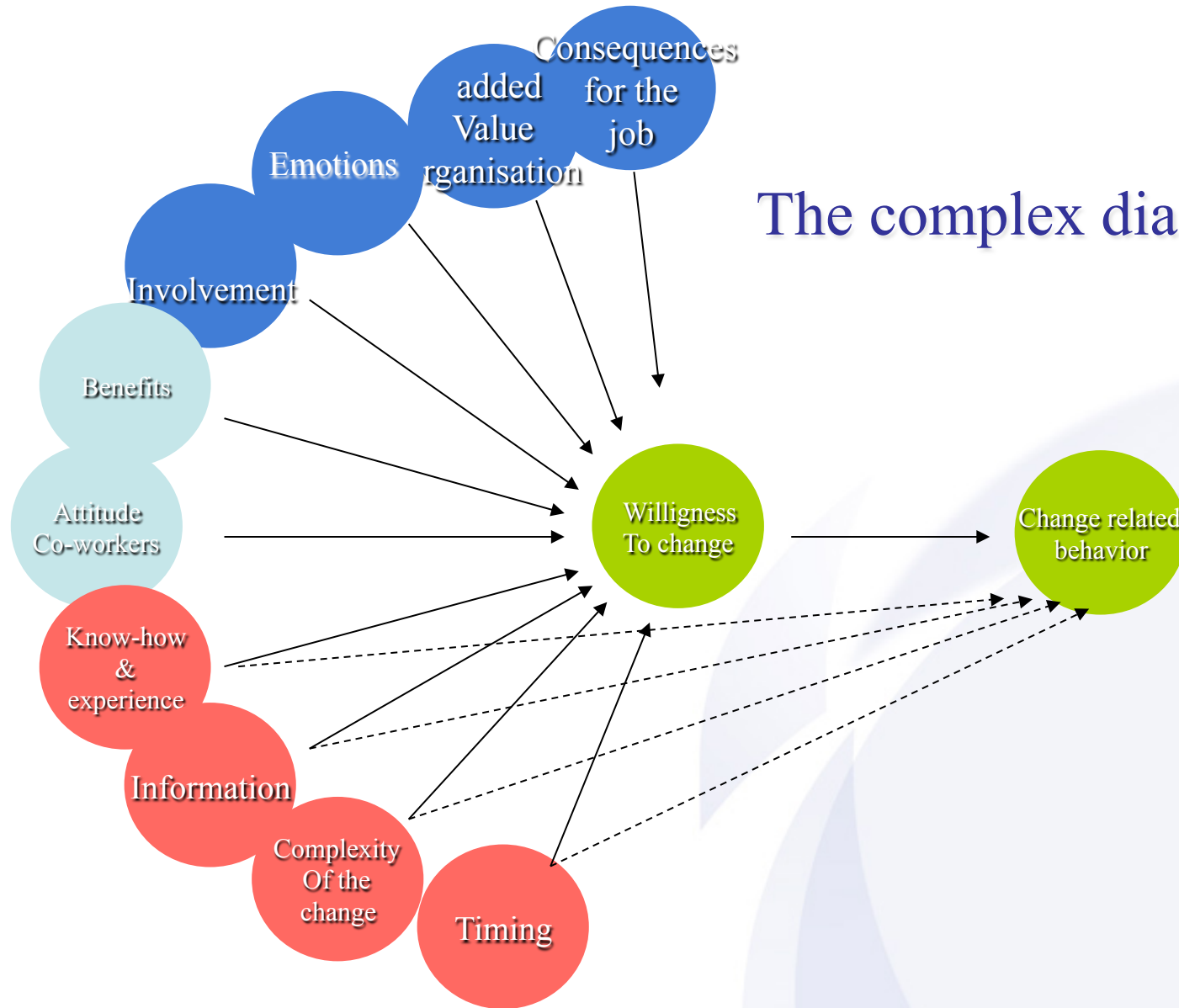
Therefore

we prefer talking about
“willingness to change”

Ajzen's model of planned behaviour



The complex diagnostic model



DINAMO-the survey:

- 75 thesis and questions
- Covering the 11 dimensions of the DINAMO diagnostic model
- 15'
- Paper version or disk
- or via internet/intranet

Rapporting possibilities

- Score per dimension
- Score per question
- Comparaison between groups
 - management versus workers
 - Per hierarchical level
 - Per age/seniority
- Benchmarking
- Comparaison with previous assessment

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More info?

www.Andantemanagement.com

Thanks for your interest!