

GOCCELERATE™ · D02

OCM Project Timeline

Prepared for: Project Lead, OCM Lead & Executive Sponsor | Initiative: | Assessment Date:

SECTION 1 — TIMELINE FRAMING

is on a 3-6 month go-live timeline — standard intensity, not compressed, which allows the full three-phase OCM structure to run sequentially rather than concurrently. Seven OCM workstreams are active for this initiative: Strategy & Governance, Stakeholder & Impact, Communications, Training & Enablement, Adoption Tracking, Champion Network, and Reinforcement & Sustainment. The last two are both active because the champion-need threshold is met and because this organization's mixed change history and Moderate PRI risk band both independently trigger the sustainment workstream. A standard-intensity timeline still requires disciplined sequencing — the psychological safety and champion-network conditions below are on the critical path regardless of the calendar length.

SECTION 2 — PHASED MILESTONE TABLE

Phase	Workstream	Key Milestone / Activity	Owner	Timing	Flag
Phase 1: Engage	Strategy & Governance	Change Strategy (D01) finalized with sponsor; leadership coalition briefed	Sponsor + OCM Lead	Weeks 1-4	
Phase 1: Engage	Stakeholder & Impact	Stakeholder Analysis (D03) and Impact Assessment (D04) complete; dominant-group finding confirmed	OCM Lead	Weeks 1-4	
Phase 1: Engage	Communications	Communication Plan (D06) approved; sponsor job-security statement drafted and legally reviewed	OCM Lead + Sponsor	Weeks 1-4	⚠️ RESISTANCE
Phase 1: Engage	Training & Enablement	Training Plan (D08) and Training Program Framework (D09) finalized; facilitators confirmed	Training Facilitator (L&D)	Weeks 1-4	
Phase 1: Engage	Adoption Tracking	Readiness Assessment (D05) baseline complete; success metrics confirmed	OCM Lead	Weeks 1-4	
Phase 1: Engage	Champion Network	Champion Network Plan (D11) complete; recruitment via manager nomination launched	OCM Lead	Weeks 2-4	🔴 CRITICAL PRIORITY

Phase	Workstream	Key Milestone / Activity	Owner	Timing	Flag
					Y
Phase 1: Engage	Reinforcement & Sustainment	Reinforcement & Sustainment Plan (D12) finalized; escalation owner authority confirmed	OCM Lead	Weeks 3-4	
Phase 2: Equip	Strategy & Governance	Strategy communicated to full manager layer; progress reviewed against risk flags	OCM Lead	Week 5	
Phase 2: Equip	Stakeholder & Impact	Group-specific engagement activities active; resistance monitoring begins	OCM Lead	Weeks 5-6	⚠️ RESISTANCE
Phase 2: Equip	Communications	Communications launch per plan cadence; feedback channels active; Listening Plan (D10) operating	OCM Lead	Week 5 onward	
Phase 2: Equip	Training & Enablement	Phased training delivery (4 site cohorts, ~6 weeks); go/no-go gate evaluated	Training Facilitator	Weeks 5-10	
Phase 2: Equip	Adoption Tracking	Mid-point readiness pulse conducted	OCM Lead	Week 8	
Phase 2: Equip	Champion Network	Champions briefed and activated; peer templates distributed	OCM Lead	Weeks 4-5	
Phase 2: Equip	Reinforcement & Sustainment	Manager Sustainment Toolkit distributed; regression early-warning signals defined	OCM Lead	Week 6	
Phase 3: Embed	Strategy & Governance	30/60/90-day adoption review against Behavioral Success Map	OCM Lead	Go-live + 90 days	
Phase 3: Embed	Stakeholder & Impact	Stakeholder sentiment tracked; trust dimension re-evaluated at 60 days	OCM Lead	Go-live + 60 days	
Phase 3: Embed	Communications	Post go-live communications active; pulse cadence established	OCM Lead + Sponsor	Go-live onward	
Phase 3: Embed	Training & Enablement	Refresher support available; adoption metrics tracked	Training Facilitator	Go-live + 90 days	
Phase 3: Embed	Adoption Tracking	Adoption & Outcomes Dashboard (D13) active; escalation protocol live	OCM Lead	Go-live onward	
Phase 3: Embed	Champion Network	Champions lead reinforcement conversations; recognition protocol active	Champion Lead	Go-live + 90 days	
Phase 3: Embed	Reinforcement & Sustainment	30/60/90-day leader-modeling check; policy updates tracked; escalation triggers monitored	OCM Lead + Sponsor	Go-live + 90 days	

SECTION 3 — TIMELINE RISK SUMMARY

The overall timeline is realistic given a Moderate PRI band and standard-intensity change complexity, provided Phase 1 is not compressed to accommodate schedule pressure elsewhere in the program. The single most time-sensitive milestone is champion network activation in Weeks 2–5: because the champion condition is Critical severity, communications launch in Phase 2 should not proceed ahead of an operational network, and any delay in recruitment directly delays the Week 5 communications launch. This organization's prior track record with change adoption requires additional lead time for trust-building activities — the timeline should not be further compressed. There is no sequencing conflict between training and awareness in this plan; training does not begin until Week 5, after the Phase 1 sponsor statement and initial communications have run. What must happen in the first two weeks regardless of anything else: [REDACTED] [REDACTED] job-security statement drafted and cleared through Legal/Compliance review, and champion recruitment launched through the manager-nomination process.

Prepared by GOccelerate™ | [REDACTED] | Confidence: Very High (100%)

The GOccelerate People Risk Index (PRI) is a formative, expert-derived index of people and adoption risk across four dimensions — Leadership, Stakeholder, Capability, and Sustainment — grounded in established organizational change management practice. Dimension scores reflect equally weighted, normalized risk points assigned through expert judgment rather than statistically estimated weights. Baseline results derive from a structured intake completed by a single informant and reflect that respondent's knowledge of the organization at the time of assessment; the accompanying Data Confidence indicator reflects the completeness of the information provided. Risk bands are provisional and subject to recalibration as GOccelerate's outcome-validation program accumulates post-implementation adoption data.