



# CHANGEPORTFOLIO HEAT MAPPING

CLEAR VISIBILITY AND FOCUSED DECISION-MAKING ACROSS COMPLEX CHANGE LANDSCAPES

## Executive Overview

Change Portfolio Heat Mapping is a focused diagnostic engagement that helps senior leaders gain a clear, shared view of all active and planned change initiatives across the organization. As change accelerates, leaders often lack visibility into where effort is concentrated, where capacity is stretched, and where sequencing risks threaten execution.

This engagement translates fragmented information into an executive-ready portfolio view that supports prioritization and trade-off decisions. The work culminates in a facilitated leadership session that aligns leaders on what to accelerate, pause, re-sequence, or stop, reducing change fatigue and improving the likelihood of successful execution.

**What's included:** Change Portfolio Heat Mapping is delivered as a private, organization-specific engagement using a structured, three-phase approach:

**1**

### Discovery & Inventory

Identification and validation of all active and planned change initiatives, including scope, timing, ownership, and affected populations. This phase establishes a shared, fact-based view of the organization's change landscape.

**2**

### Impact & Portfolio Analysis

Assessment of each initiative using consistent impact and complexity lenses, followed by development of an executive-ready change portfolio heat map. The analysis surfaces overlap, congestion, dependencies, and areas of elevated risk.

**3**

### Leadership Alignment & Recommendations

A facilitated leadership working session to review insights, challenge assumptions, and align on prioritization and sequencing decisions. The engagement concludes with clear recommendations and an executive summary that captures key insights, decisions, and next steps.

**Key Outcomes:** Clients leave the engagement with:

- A clear, enterprise-level view of all active and upcoming change initiatives
- Visibility into cumulative change load, overlap, and sequencing risks
- Shared leadership alignment on priorities and trade-offs
- Practical guidance on which initiatives to accelerate, pause, re-sequence, or stop
- Reduced risk of overload, fragmentation, and stalled execution

**Investment: \$50,000 fixed fee**

- Engagement length: approximately 3 months
- Includes senior consulting support, facilitated leadership working session, and executive-ready deliverables.
- Designed as a contained diagnostic and decision-support engagement, not an open-ended consulting effort.

**LET'S TALK:** Interested in exploring whether the **Change Portfolio Heat Mapping** is right for your organization? Schedule a 30-minute exploratory conversation to discuss your goals, context, and next steps.

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