

# Reviewing the success of your change

Organisations need to understand what their investment has delivered and learn from their successes and mistakes. While it can be difficult to find the motivation to complete a comprehensive post-implementation review, particularly after a long and challenging project, this step has a number of significant benefits:

- it provides clarity to leaders and change managers
- it enables organisations to capitalise on what works
- it facilitates learning from mistakes to avoid repeating them in the future
- it allows change managers to communicate successes internally, which in turn provides motivation for future changes
- it allows governments to communicate successes to stakeholders and the broader community and capitalise on the benefits.

For smaller projects, an informal post-implementation review may be sufficient. For large projects, undertake a thorough review or full evaluation, particularly where the project has involved a major investment.

A post-implementation review has been successful if it informs future projects and helps them succeed.

## How to do it

At the most extreme, a post-implementation can encompass a thorough evaluation. At minimum, it should include a meeting or workshop and a mechanism to capture the results.



### Templates to help with your review

[Develop a post-implementation review](#)

