Abstract
The Introduction of anything related to systems architecting, such as methods or techniques, systems thinking, or role and task requires a change management strategy. We will discuss how to introduce these changes into an organization.
People don’t want to be changed. They are quite often willing to change.

Changing the way of working or the culture costs many years.

Work at multiple tracks at the same time, a.o. managerial, operational, strategic, etc.

Earn credit by showing usable results.
Introduction of Changes by Earning Credit and by Example

- earn credit
- contribute to urgent issues
- apply new systems aspect
- achieve results
- show results and systems aspect
- consolidate systems aspect

The credit is used to introduce a more fundamental change.

The results illustrate how the systems aspect contributes.
Bootstrapping the Roadmap Process

-1\textsuperscript{st} order roadmap
facts as perceived by the stakeholders

0\textsuperscript{th} order roadmap
serious attempt to obtain a consistent vision

eye-opener for many stakeholders, first overview of business and time context

1\textsuperscript{st} order roadmap
full-blown roadmap; supporting reports are still limited

shared understanding of product positioning and required technology investments

2\textsuperscript{nd} order roadmap
full-blown roadmap; improved fundament

explicit forecast of people and process needs

2 to 4 years

quality of information

Change Management; Introducing Systems Architecting Aspects
Gerrit Muller
version: 0
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ROADbootstrapping
Roadmap Bootstrapping Spiral Model

Collect facts
Integrate facts, create vision
Communicate
Apply and earn credit

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ROADspiral