**[A blue and white sign

Description automatically generated](https://www.smartsheet.com/try-it?trp=12063&utm_source=template-word&utm_medium=content&utm_campaign=Sample+Swimlane+Change+Management+Roadmap-word-12063&lpa=Sample+Swimlane+Change+Management+Roadmap+word+12063)Swimlane Change Management   
Roadmap Template Example**

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|  | RESEARCH AND AUDIT | PLANNING | CHANGE  PHASE 1 | CHANGE  PHASE 2 | REVIEW AND RETROSPECTIVE |
| **LEADERSHIP** | Identify Stakeholders  Perform a SWOT Analysis | Define Self-Performance Metrics  Develop Leadership Plans | Start Coaching Sessons  Launch Training Programs | Introduce Leadership Challenges  Evaluate Training Progress | Assess Performance  Plan Enhancements |
| **HUMAN RESOURCES** | Analyze HR Policies  Identify Skill Gaps | Set HR KPIs  Outline HR Strategies | Implement Training  Start Recruitment Campaigns | Begin Succession Planning  Gather Employee Feedback | Evaluate HR Impact  Refine Strategies |
| **OPERATIONS** | Map Stakeholders  Review Processes | Optimize Supply Chain  Establish Risk Protocols | Enhance Collaboration  Automate Processes | Edit Operational Changes  Expand Market Reach | Plan Improvements  Measure Efficiency |
| **MARKETING** | Conduct Market Research  Competitor Analysis | Develop Marketing Strategy  Set Engagement Goals | Track Performance  Launch Marketing Campaigns | Explore New Segments  Adjust Strategies | Plan Future Adjustments  Analyze Marketing Effectiveness |

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