Implementation of change

Parallel:

* Involves running both systems concurrently until the business is ready to make the switch from old to new

Phased:

* Slow transition from one system to another, step by step

Direct:

* There’s a single, fixed point where one system stops being used, and the new one becomes live

Pilot:

* Short-term trials that involve a limited number of people, resources, and locations

What are the advantages and disadvantages of each of these methods of change?

Parallel:

* Advantages:
* It gives users time to learn the new system alongside the old one instead of being immediately forced onto new
* Can catch any problems with the new system before it is the primary system
* Disadvantages:
* This requires running 2 systems at once which may be expensive
* There is not a set time that the systems are fully switched over
* Could increase workload

Phased:

* Advantages:
* This allows for time to adapt to the new system without too much immediate change
* Can catch any problems with the new system before it is fully implemented
* Disadvantages:
* This can take a while to do, which may be costly

Direct:

* Advantages:
* Users know when the new system will be fully implemented and used
* Avoids the need for running both systems at once, potentially reducing costs
* Disadvantages:
* There is a possibility that users have not fully learned the new system before it is fully in use
* May require training of an entire company worth of employees at once
* If the new system has problems, this may be an immediate issue

Pilot:

* Advantages:
* Allows for testing if the new system is better
* Allows for feedback from those using it
* Can catch problems before the system is used by everyone
* Disadvantages:
* Small testing group may not find all issues
* Group may prefer old system, and this could cause resistance immediately