

Change Management

Putting People First For First Class Results

Organisations Don't Change – People Do

Change is often seen as a process to navigate our way through. This may have been ideal during the industrial revolution, but not in a knowledge based workplace. If you change the way people view the change then their behaviors will change to suit the vision.

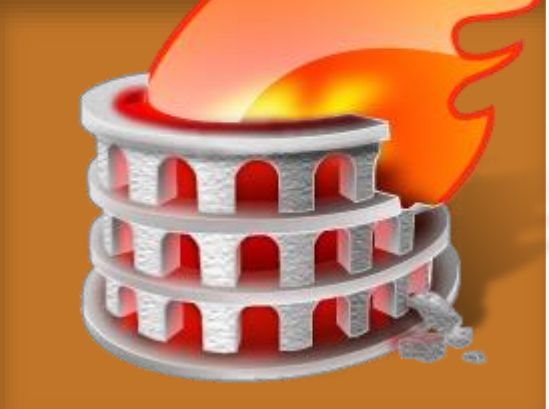


Over 40% of employees experience a drop in **Wellbeing**

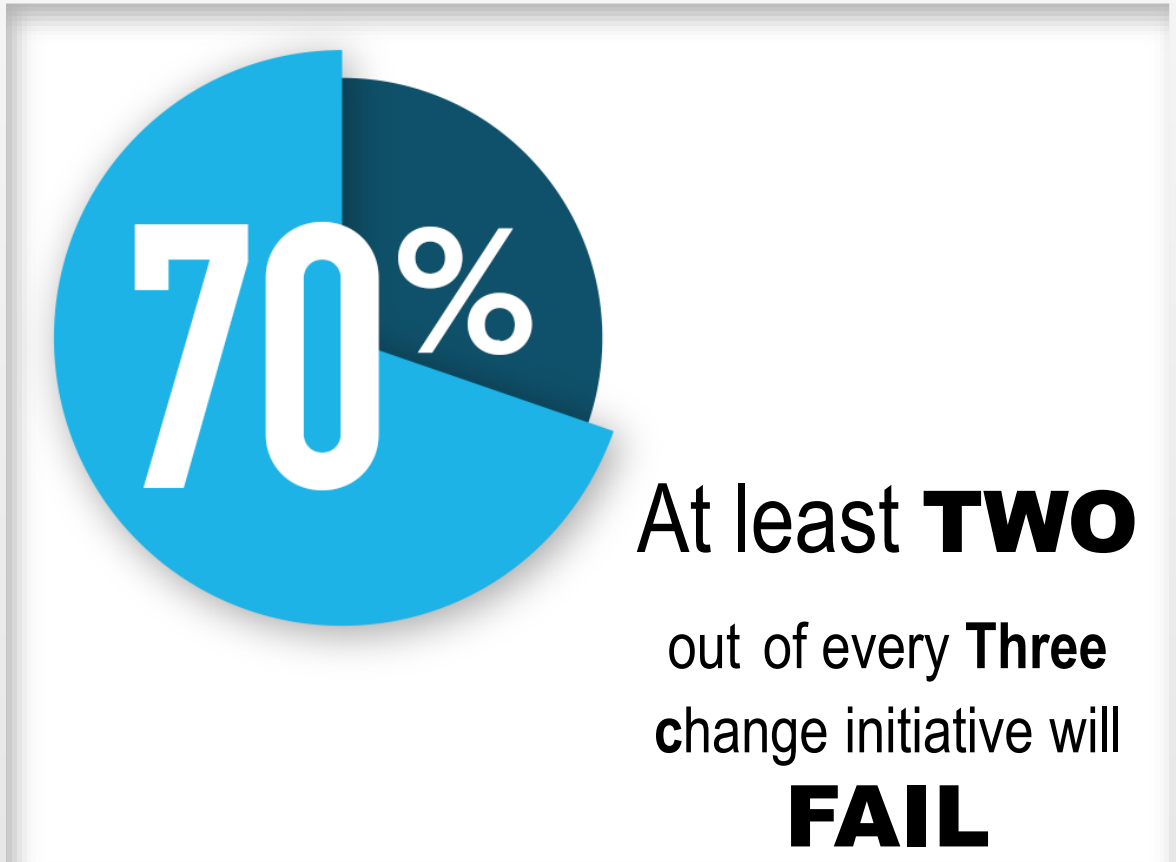
Burning Platforms Only Burn People

The Burning Platform is a fear based motivator that initiates a threat response in people. When operating in this state for extended periods, our cognitive function and physical health declines. Using a positive and productive change vision reduces the physiological impact on people.

60% of employees are **DISENGAGED** with their change



8 out of 10 are suffering from **CHANGE FATIGUE**



Over 30% of **EMPLOYEES** are **RESISTANT** to change

WIIFM

Change is Personal

Change models work on the premise that the majority all behave a similar way. Individuals however, have vastly different experiences and beliefs systems, all of which have a direct impact on their behaviors and attitudes towards change. Having a personalised leadership strategy is the key.

Employees are **APATHETIC** to change



Often when communicating the need for change, organisations focus on the benefits to the business. People however, initially focus on what they are about to lose and then the "What's In It For Me" (WIIFM). When people can see their WIIFM, they are more likely to become change champions.



Successful **CHANGE REQUIRES** engaging **PEOPLE**