



Change
Management
Institute



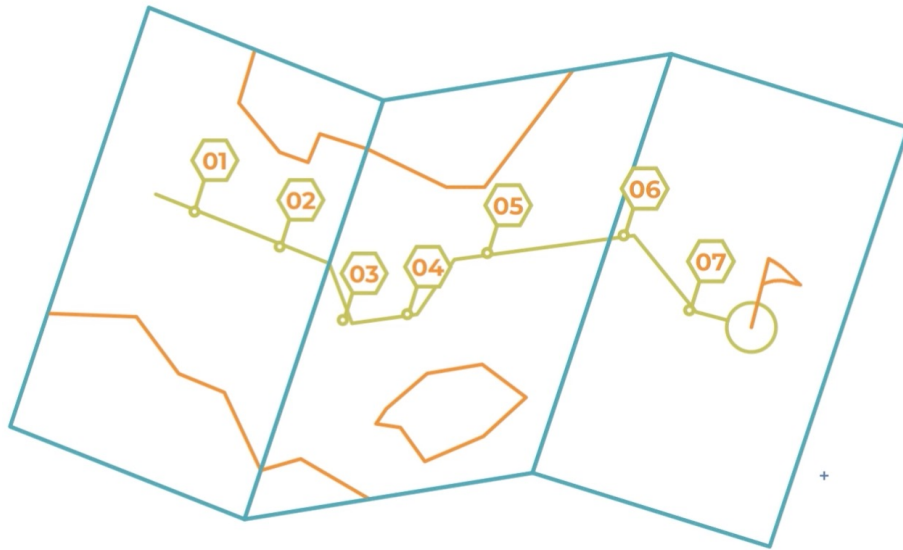


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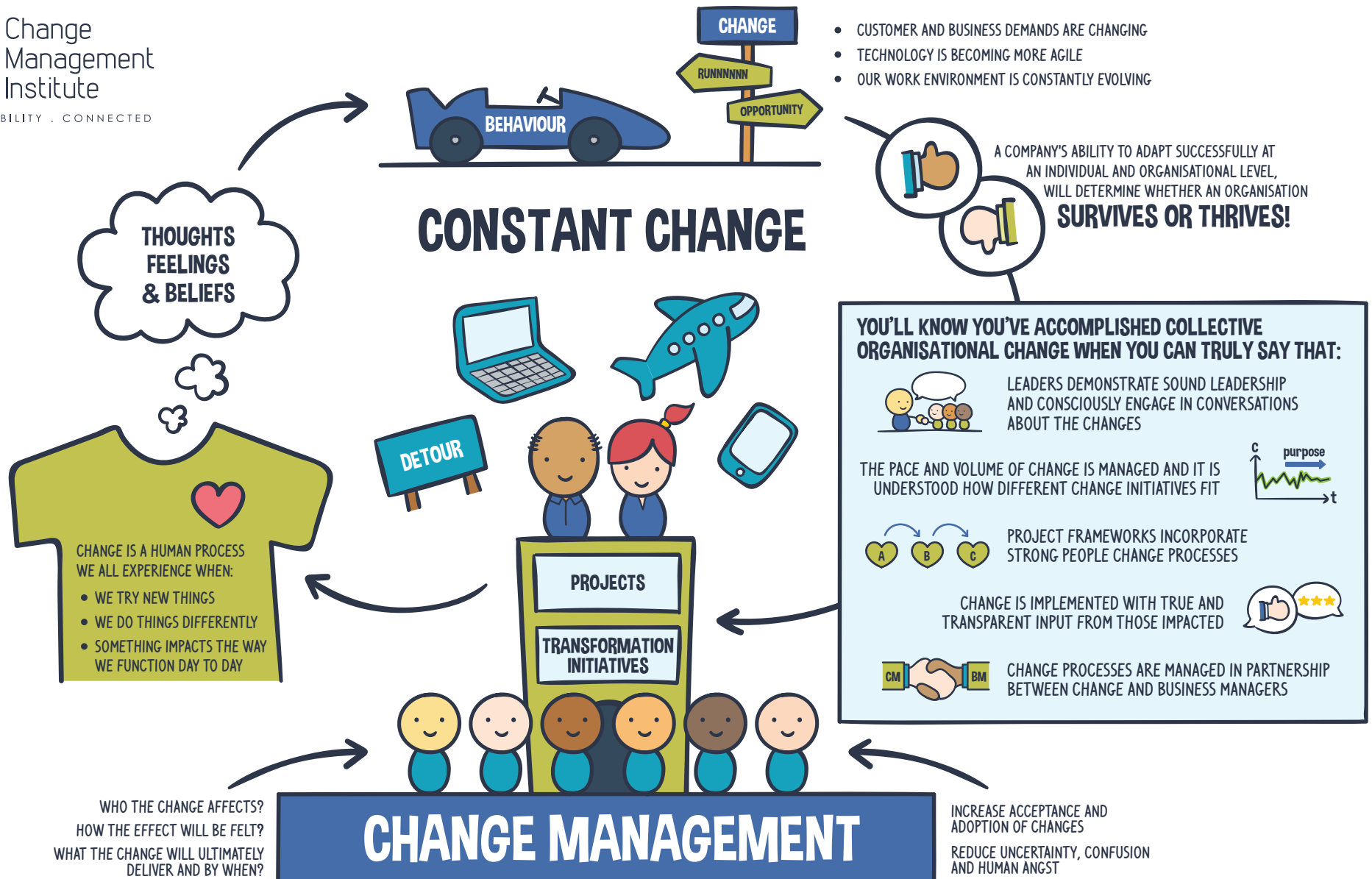
We have defined three pathways.



What does a Change Leader do?



- 01** Create change vision
- 02** Create awareness and understanding
- 03** Are curious and ask questions
- 04** Remove barriers
- 05** Connect and collaborate
- 06** Are courageous
- 07** Embrace change



- CUSTOMER AND BUSINESS DEMANDS ARE CHANGING
- TECHNOLOGY IS BECOMING MORE AGILE
- OUR WORK ENVIRONMENT IS CONSTANTLY EVOLVING

A COMPANY'S ABILITY TO ADAPT SUCCESSFULLY AT AN INDIVIDUAL AND ORGANISATIONAL LEVEL, WILL DETERMINE WHETHER AN ORGANISATION **SURVIVES OR THRIVES!**

PROFESSION

PEOPLE THAT ARE HIGHLY SKILLED AT DESIGNING AND ENABLING EFFECTIVE CHANGE PROCESSES AND PRACTICES, HAVE BECOME SPECIALISTS IN THIS BUSINESS DISCIPLINE

ORGANISATIONAL CAPABILITY

ORGANISATIONS ARE BUILDING INTERNAL CHANGE CAPABILITIES TO BETTER MANAGE AND ADAPT TO CONSTANT CHANGE

PROJECT MANAGEMENT



CHANGE MANAGEMENT



PROJECT MANAGEMENT IS THE APPLICATION OF KNOWLEDGE, SKILLS, TOOLS, AND TECHNIQUES TO ACTIVITIES TO ENSURE PROJECT REQUIREMENTS ARE MET



CHANGE MANAGEMENT FOCUSES ON THE OPTIMAL ADOPTION OF NEW PRACTICES BY THOSE IMPACTED BY PROJECTS OR PROGRAMS OF WORK

= SUCCESS

- MANAGING RELATIONSHIPS
- PLANNING AND OVERSEEING ACTIVITIES
- IDENTIFYING AND MITIGATING RISKS



PROJECT MANAGERS TYPICALLY:

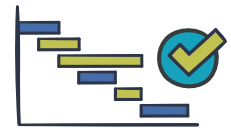
- INITIATE, PLAN AND DELIVER THE PROJECT
- USE A METHODOLOGY OR STRUCTURED APPROACH



IN A PROJECT ENVIRONMENT, CHANGE MANAGERS TYPICALLY:

- USE THEIR DEEP UNDERSTANDING OF THE PSYCHOLOGY OF CHANGE, SPECIALIST TOOLS AND FRAMEWORKS TO DESIGN THE HUMAN CHANGE PROCESS
- INTEGRATE PROJECT OUTCOMES INTO THE ORGANISATION

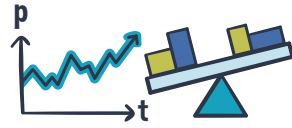
FOCUS



PROJECT ACTIVITIES, OUTPUTS, OUTCOMES & BENEFITS



SOLUTION DESIGN ENSURING PROJECT REQUIREMENTS ARE MET



PROGRESS OF WORKS AND MANAGEMENT OF TIME, SCOPE, BUDGET & QUALITY



STAKEHOLDERS E.G. EMPLOYEES & CUSTOMERS



CONTEXT



COMMUNICATION, ENGAGEMENT & ADOPTION



SKILLS & CAPABILITY DEVELOPMENT



CHANGE READINESS

ACHIEVING SUCCESS

DELIVERED TO SCOPE, TIME & BUDGET ✓

TECHNICALLY ACCEPTED BY THE BUSINESS ✓

REALISATION OF BENEFITS ✓

ADOPTION OF NEW WAYS OF WORKING ✓



CAPABILITY . CREDIBILITY . CONNECTED

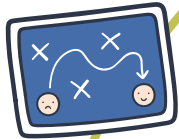
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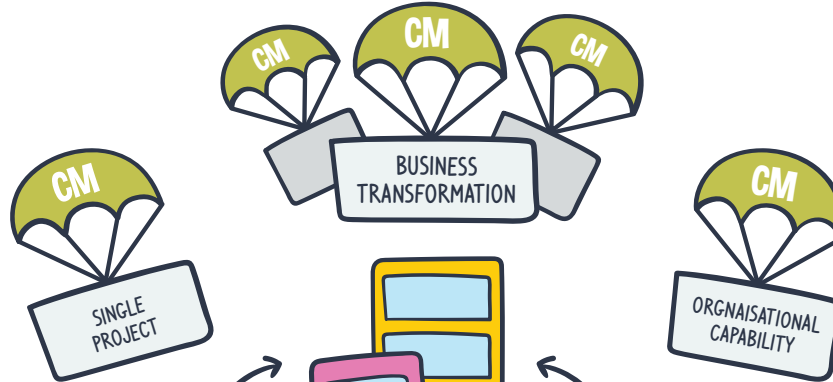
Change Management Institute
CAPABILITY . CREDIBILITY . CONNECTED



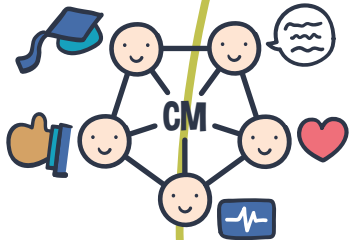
TO LEARN MORE ABOUT OUR COMPETENCY FRAMEWORK AND THE SKILLS AND ABILITIES YOU NEED TO BE ABLE TO DEFINE, PLAN AND LEAD CHANGE, GET IN TOUCH WITH US TODAY!



ARTICULATE YOUR CURRENT STATE AND WHAT YOUR ORGANISATION WILL LOOK LIKE



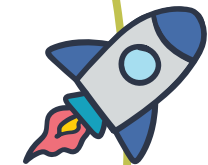
EXPLORE WHO IS AFFECTED BY THE CHANGE, HOW THE CHANGE WILL BE FELT, AND HOW TO SUSTAIN THE END RESULT



ESTABLISH AND FACILITATE CHANGE NETWORKS TO INVOLVE AND ENGAGE THOSE IMPACTED

CHANGE MANAGERS

CHANGE MANAGERS HAVE A SPECIALISED YET DIVERSE SET OF SKILLS AND TOOLS AND OFTEN USE A STRUCTURED, AGILE OR ITERATIVE APPROACH TO DEFINE, PLAN AND MANAGE CHANGE



HELP YOU PREPARE FOR THE CHANGE, INCREASE ADOPTION AND TRANSITION TO A NEW WAY OF WORKING



AN INTERNAL CHANGE CONSULTANT ENGAGED TO SUPPORT YOUR LEADERS AND PEOPLE WITH THE CHANGE



ORGANISATIONAL DEVELOPMENT PROFESSIONAL, A LEADER OR A MIDDLE MANAGER CHARGED WITH THE RESPONSIBILITY TO BRING ABOUT A CHANGE



TEAM LEADER WHO GETS PEOPLE EXCITED ABOUT THE CHANGE