

CHANGE MANAGEMENT

Why do organisations need to manage change?

In 1880 a Bishop Wright gave a sermon in which he claimed that man would never fly, but in 1901 his son made the first powered flight and his grandson flew on Concorde. If this does not strike you as a sufficiently potent example of the rate of change then consider the fact that the Human Genome project has been finished two years ahead of schedule and that the information on the Internet is now doubling every 100 days.

Change is now a constant, it is become necessary to constantly review strategy in the face of increased competition, product life cycles are becoming shorter, process innovations are coming thick and fast and new standards and changing regulations are a fact of life. Given this environment of constant change it is vital that organisations take a proactive attitude to change managing not only the process of change but also the consequent people issues. Executives and managers are increasingly required to have expertise in strategic management issues, change management processes and the required transitions that employees have to undergo to successfully support the required change

What form does this support take?

A broad range of consulting services including:

- Advice on strategic planning review
- Practical objective setting and team processes for implementing change
- Transitional Management Workshops – dealing with the “people side of the change process” and encourage individuals to take a leadership role in managing effective change

What benefits will the organisation gain?

- Improved strategic planning processes
- Clear definition of the leadership requirements of introducing planned and effective change
- Tools and models which support effective planning
- Guidelines for development of objectives and tactics which will support the planning process and improve the clarity of workforce planning
- New methods and approaches which are designed to enlist all the team in your planned change
- Employees at all levels equipped to deal with change and able to maximise their contribution to the new future

What are the next steps?

They are to arrange an initial meeting to discuss your company's requirements:

Call or email: Telephone 01481 730737, info@advantagehr.gg