

# Change and Transformation Management

***“Transformation is the new norm. To survive and thrive, organisations must develop their peoples’ capacity to work with uncertainty and adapt to change quickly”***

The process of change is dynamic and requires flexible approaches to implementation with interventions that are tailored to the unique situation and purpose of your change agenda.

We believe that successful management of change requires more than a list of activities that form the basis of an overarching project plan. To achieve sustainable transformation, Insight to Influence develop, facilitate and effect change management strategies that align the thinking and feelings of employees to the new operating environment.

Our psychologists and specialist change practitioners deliver enterprise wide change projects such as culture transformation, the implementation of new technology and business processes or organisational design, re-structures and the reorientation of your people to new roles, leaders, functions and stakeholders.

Whilst the scale and complexity of change programs might vary, Insight to Influence run parallel yet distinct streams of work giving a balanced proportion of effort to both the transactional and transformational elements of change. This focus permits our clients to build change capability, maximise certainty and realise the intended business benefits.

Our point of difference is our commitment to coaching and supporting people leaders along their own change journey in order to achieve more active and authentic engagement with their teams. With increased awareness, empathy and connectedness to the shared experience, our approach enables smooth ‘transition’ through the change cycle in accelerated timeframes.

## **TRANSACTIONAL CHANGE MANAGEMENT**

***Insight to Influence’s change toolkit guides the application of various processes that manage the transactional elements of change and support project delivery through to completion. These include activities such as change analysis, needs and readiness assessments, planning, stakeholder engagement, communications and the design and deployment of training.***

## **TRANSFORMATIONAL CHANGE MANAGEMENT**

***Insight to Influence’s transformational interventions are designed to build the internal change capability of your people managers in order to transition the hearts and minds of the workforce.***

***Our approach to leadership alignment, change coaching and experiential learning transforms how leaders and managers connect to and embrace their role in leading change and re-orient people to the new order.***



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*The number one obstacle to successful change projects is the ineffective management of the ‘human’ element.*

*Our change specialists enable change, yet it is the capability of your people leaders that determines levels of acceptance and commitment to the change agenda.*

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**VISION**

Workshops are facilitated to clarify and align leaders on the drivers for change and vision of success.

Leaders recognise and commit to their role in leading change and develop practices that maximise certainty during an uncertain time.

Change specialists work with the leadership and important stakeholders to establish a deep appreciation of the organisation’s history, context and culture so that the enablers and barriers to successful change are considered throughout the readiness and transition period.

**READINESS**

Preparing for change requires an overarching strategy and guiding principles and plans for

stakeholder engagement, communication, training and the management of risk.

The change project team is established with clear roles, role boundaries, milestones and performance criteria to ensure successful delivery of the program of work.

Change specialists deliver role coaching and a range of change capability learning modules to support your people managers in their leadership of the change agenda.

**TRANSITION**

The transition phase is the implementation of all activities designed to sustain performance during a time of uncertainty and stress.

Workforce engagement and targeted communications are executed whilst maintaining feedback

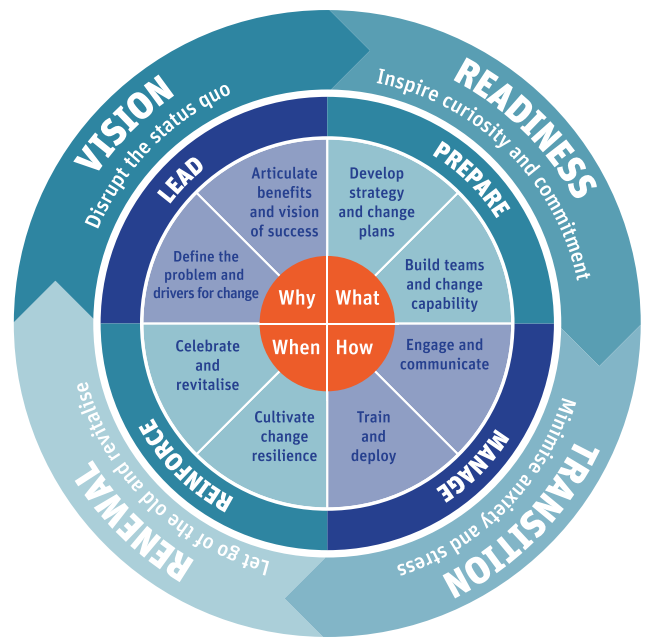
loops that monitor change readiness.

Change specialists undertake training needs analysis and the design and deployment of learning interventions to ensure your people are confident in their ability to meet the new requirements of their role.

**RENEWAL**

The renewal phase cultivates resilience, builds acceptance and re-orientates your people to the new order.

This is a period of celebration while measuring, communicating and reinforcing the benefits of change.



*Insight to Influence is an organisational development consulting firm that works holistically to improve business performance across three pillars of transformation: People, Technology and Processes.*

**(07) 5539 3165**

[insighttoinfluence.com](http://insighttoinfluence.com)

[info@insighttoinfluence.com](mailto:info@insighttoinfluence.com)

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