



Managing Change

Complex and often intense, where
a simple, structured and intuitive
approach is essential

Managing Change Effectively!

Change is part of organisational life and essential for progress. However change is almost always disruptive and, at times, traumatic for those affected.

Organisations that manage change well are the ones that benefit the most; the managers that succeed in implementing change are amongst the most successful.

It is important to communicate the need for change and engage all relevant stakeholders in its implementation.

Adopting a simple, structured yet intuitive approach will successfully drive change, mitigate risks and ensure benefits are realised.

Some drivers of change

- *A merger, acquisition, or divesture*
- *Introduction of new technology*
- *Consolidating operational infrastructure*
- *The launch of a new product or service*
- *Reducing operational costs*
- *Need to enhance skills and capabilities of staff*
- *Improving customer experience*
- *Changing organisational structure*



Tomorrow's Vision Services



Tomorrow's Vision provides expertise and facilitates a structured approach to managing change, helping to identify and engage stakeholders, identification and mitigation of risks, planning implementation, tracking progress and realisation of benefits.

We have developed training courses for the senior management team making the critical decisions, as well as middle management who drive implementation.

$$C = [ABD] > X$$

C = Change

A = Level of dissatisfaction with the status quo

B = Desirability of the proposed change or end state

D = Practicality of the change (minimal risk and disruption)

X = 'Cost' of changing

Beckhard's formula