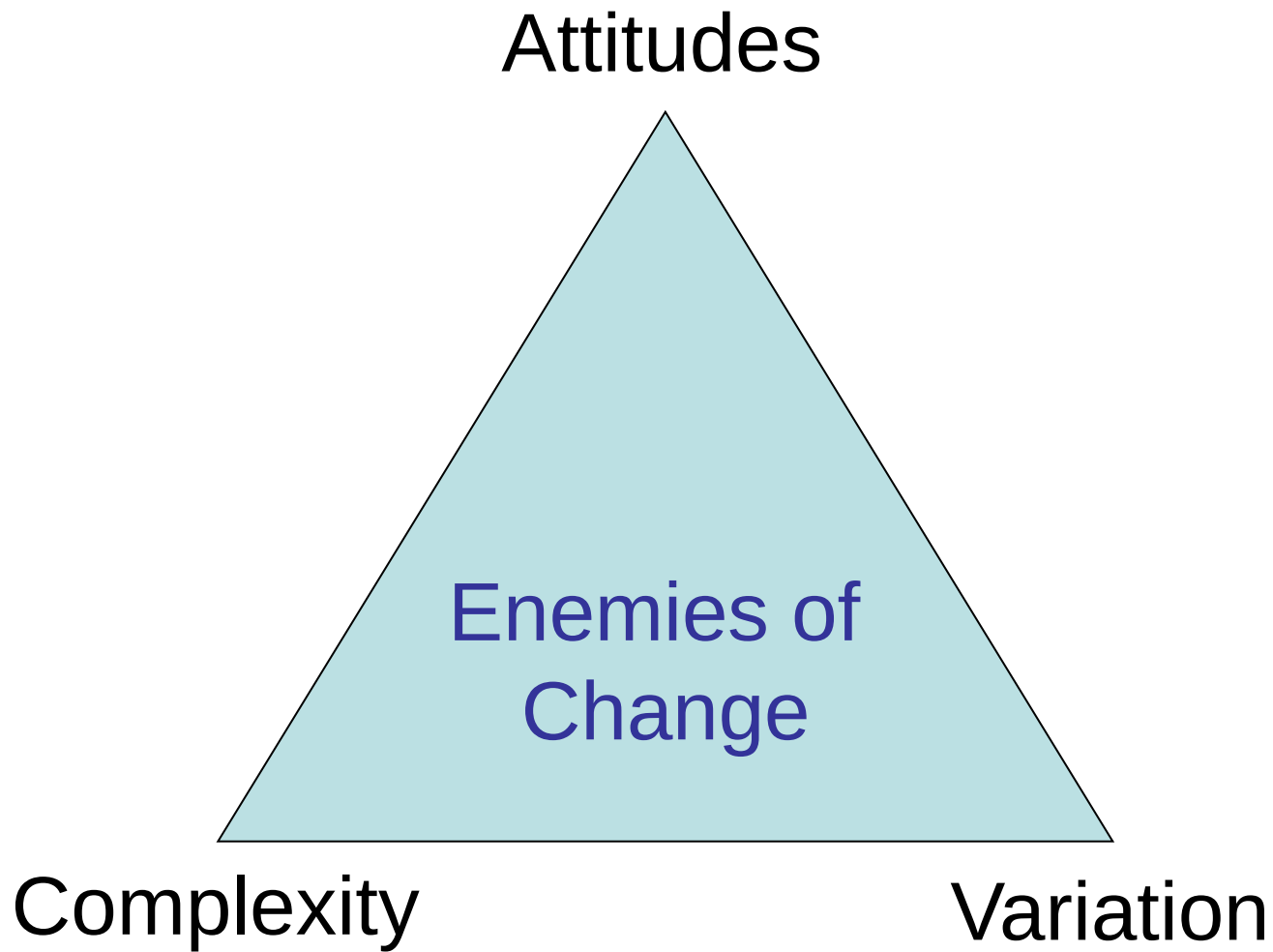


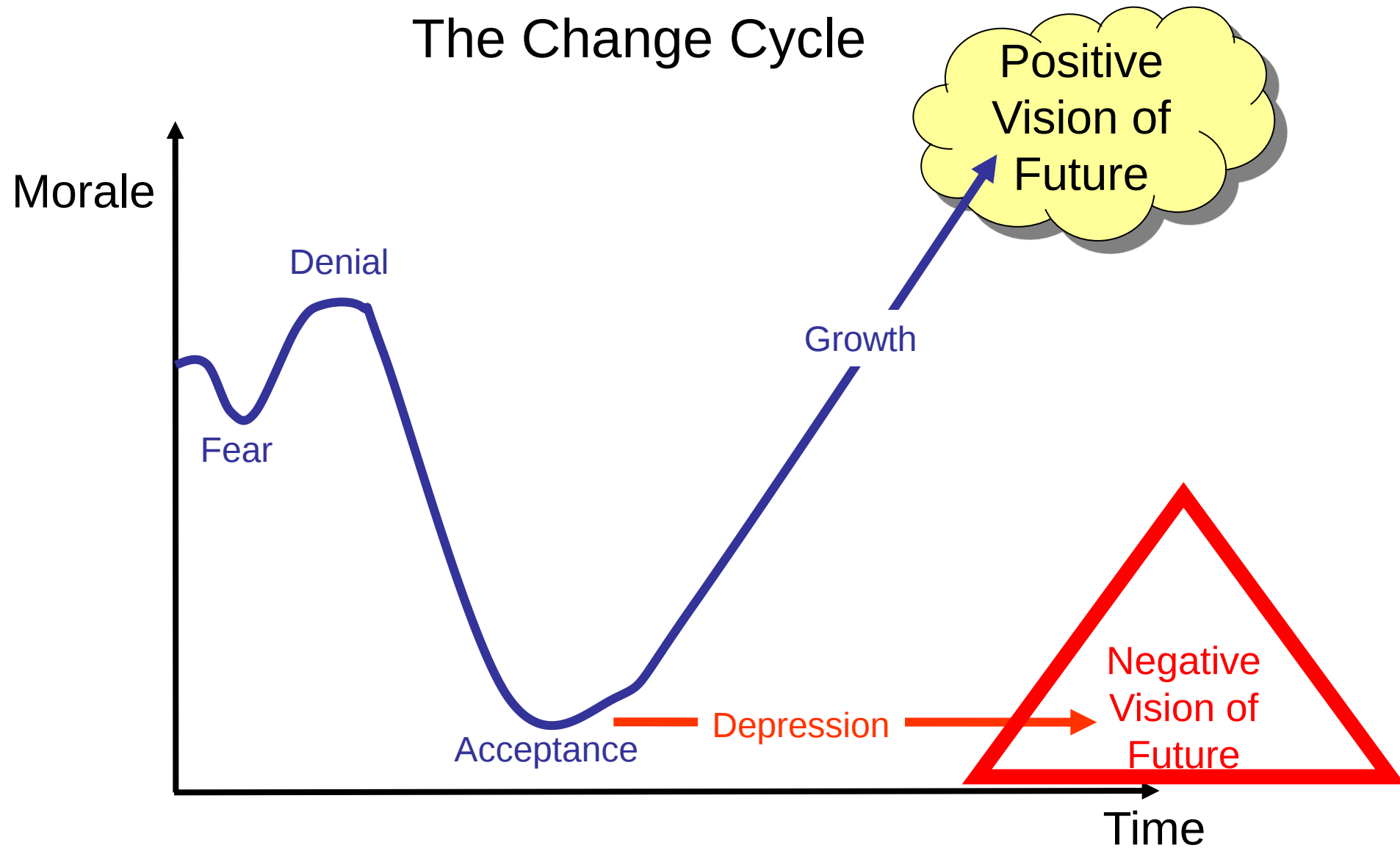
Transformation: The what, the good and the how

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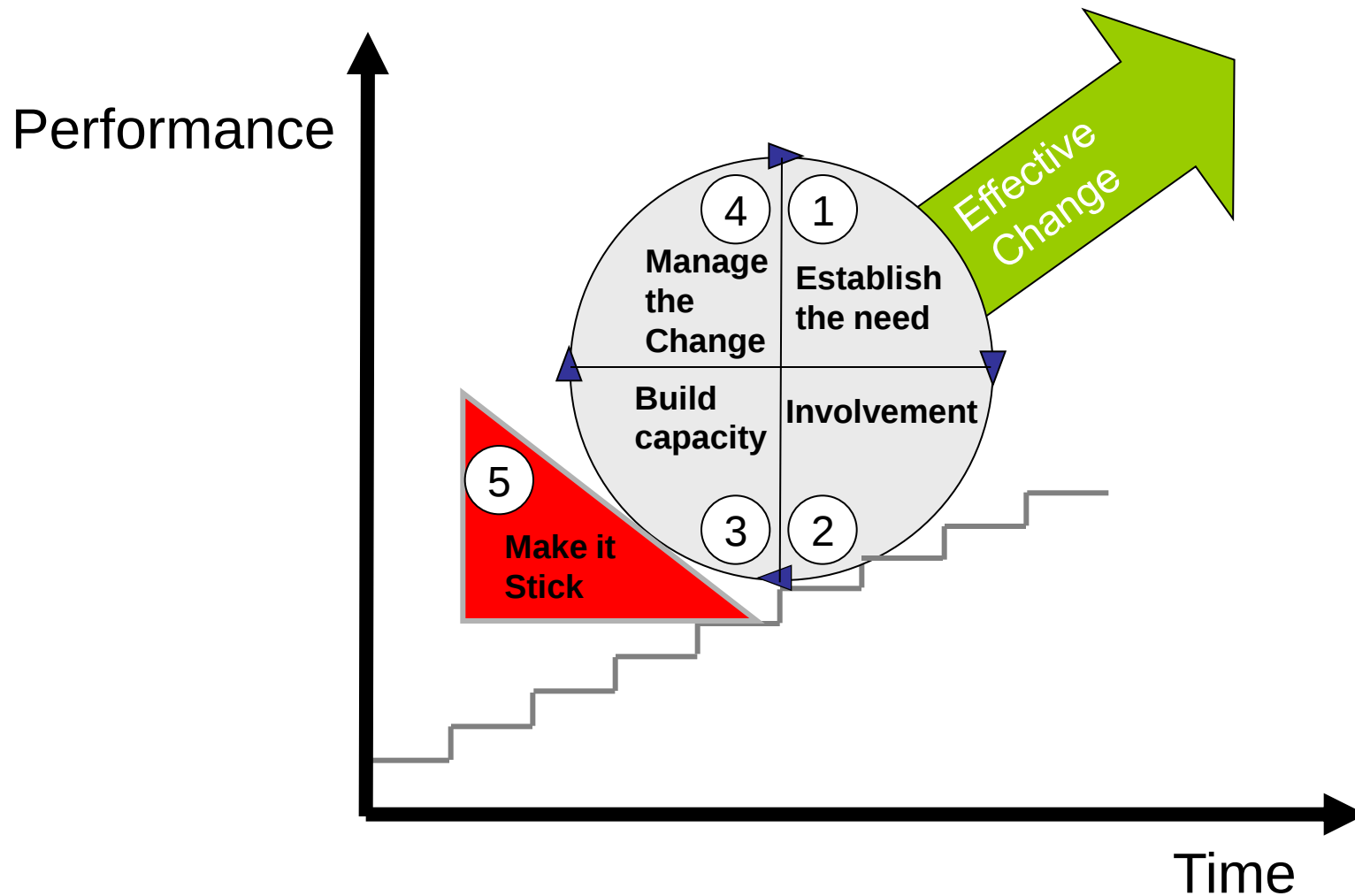




The Change Cycle



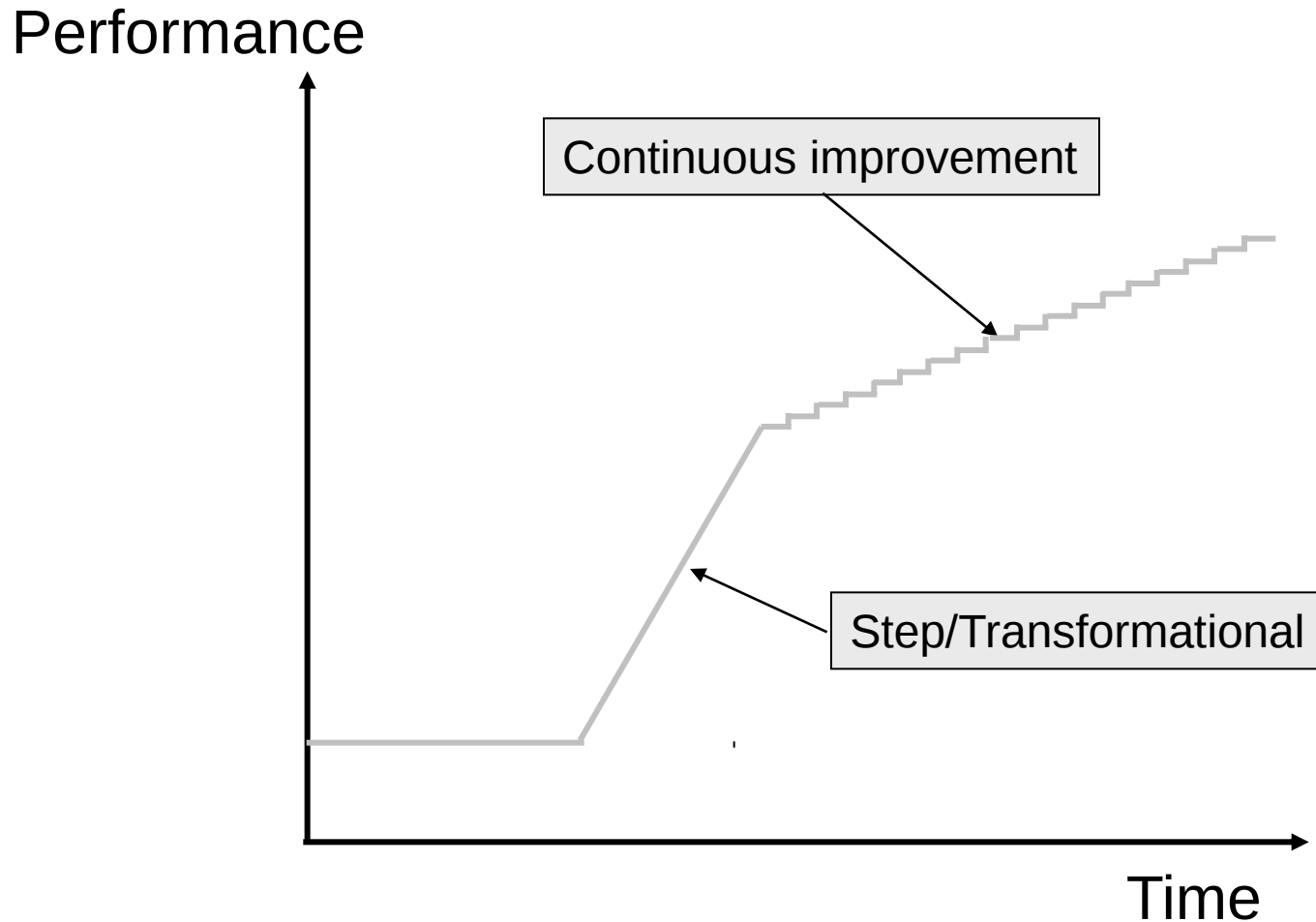
Managing Change & Making It Stick

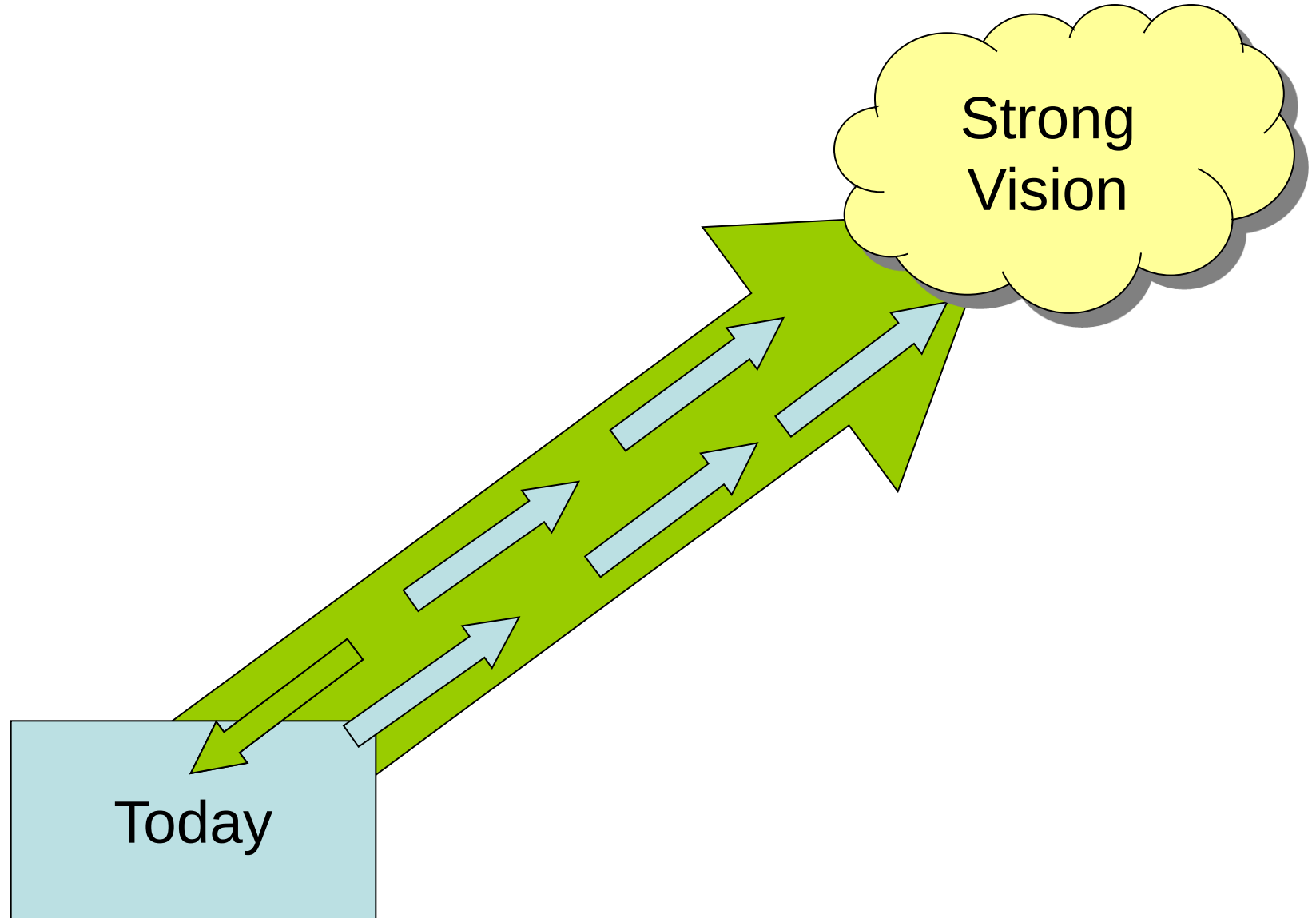


The Need for change

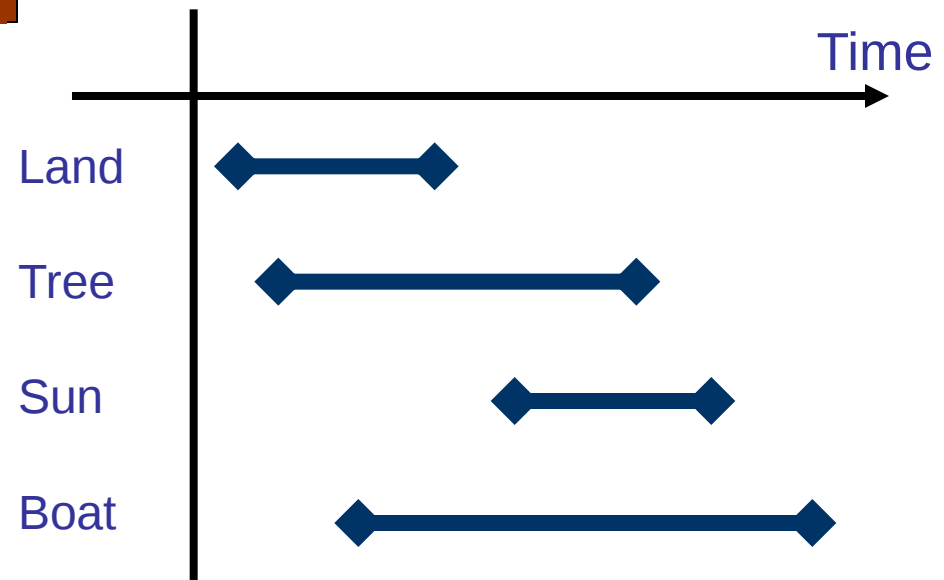
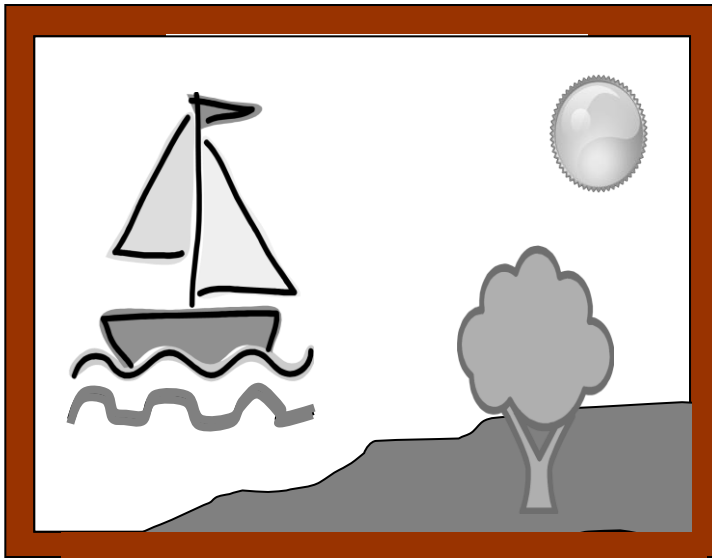


Need for change – The right tool at the right time

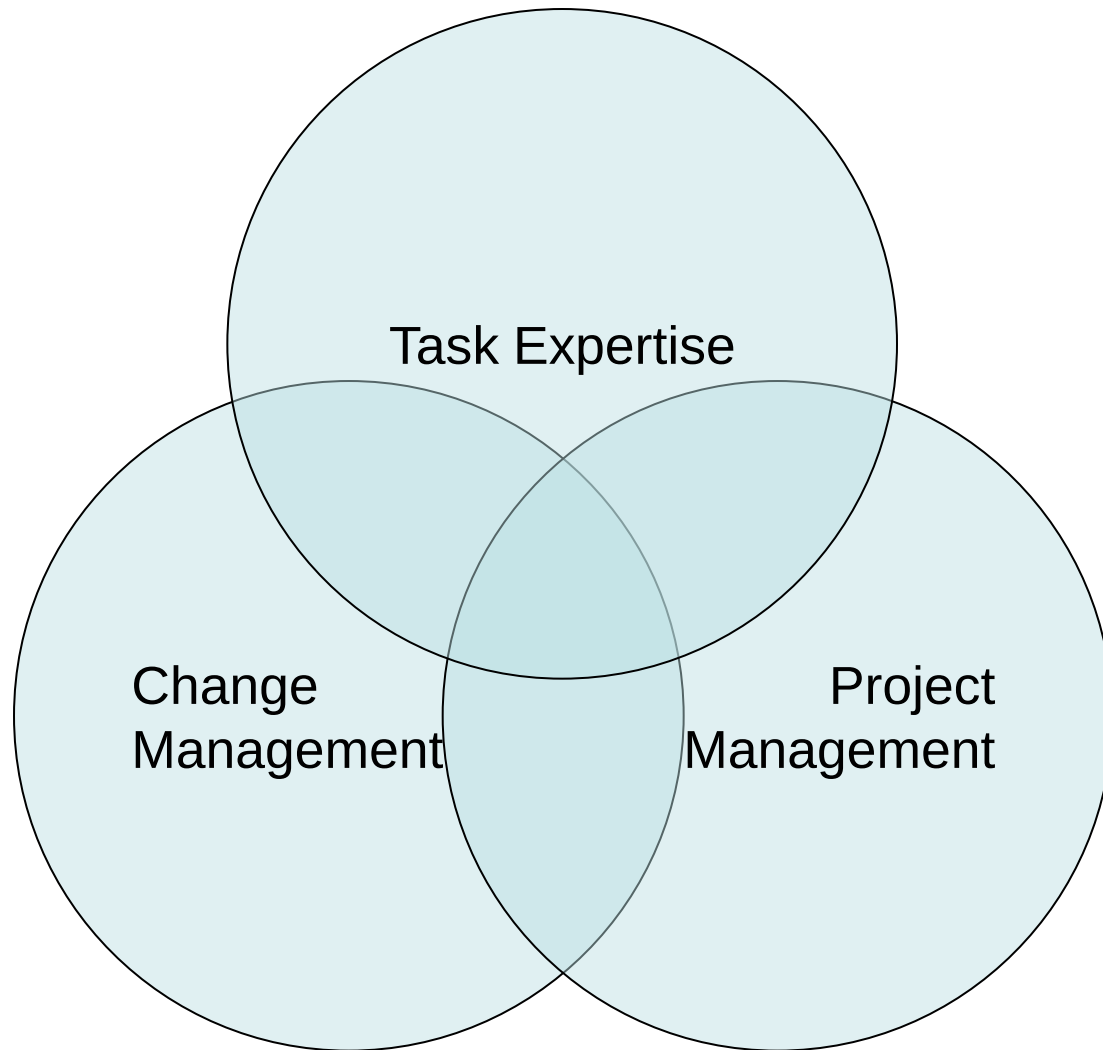




Create your vision and implement effectively

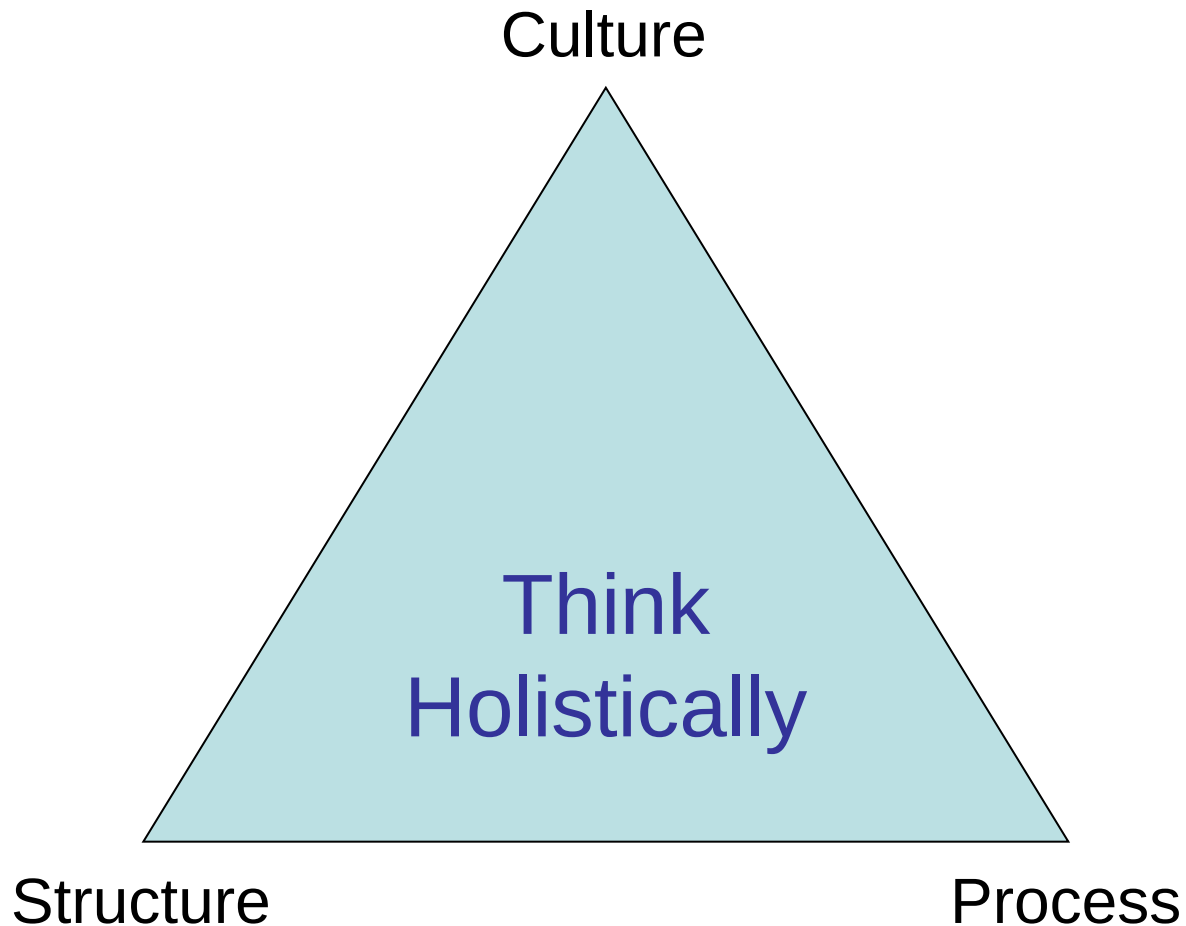


Increasing capacity for change



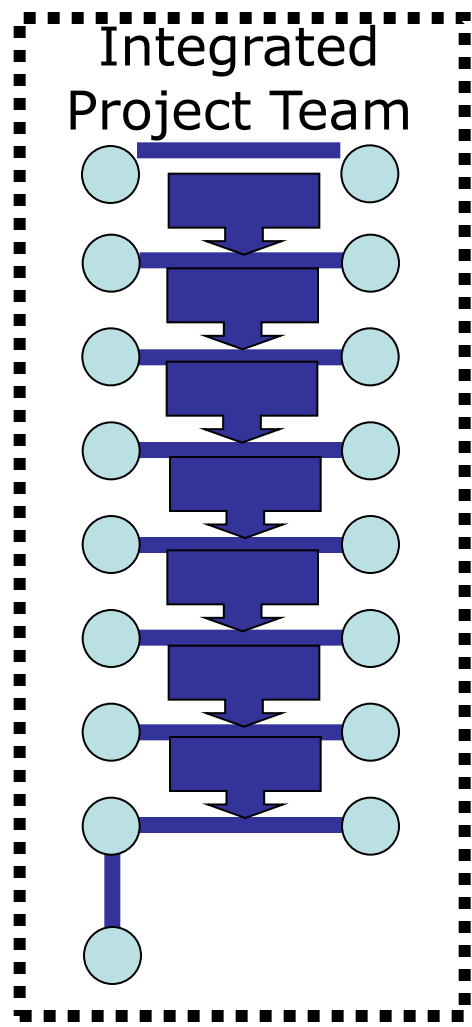
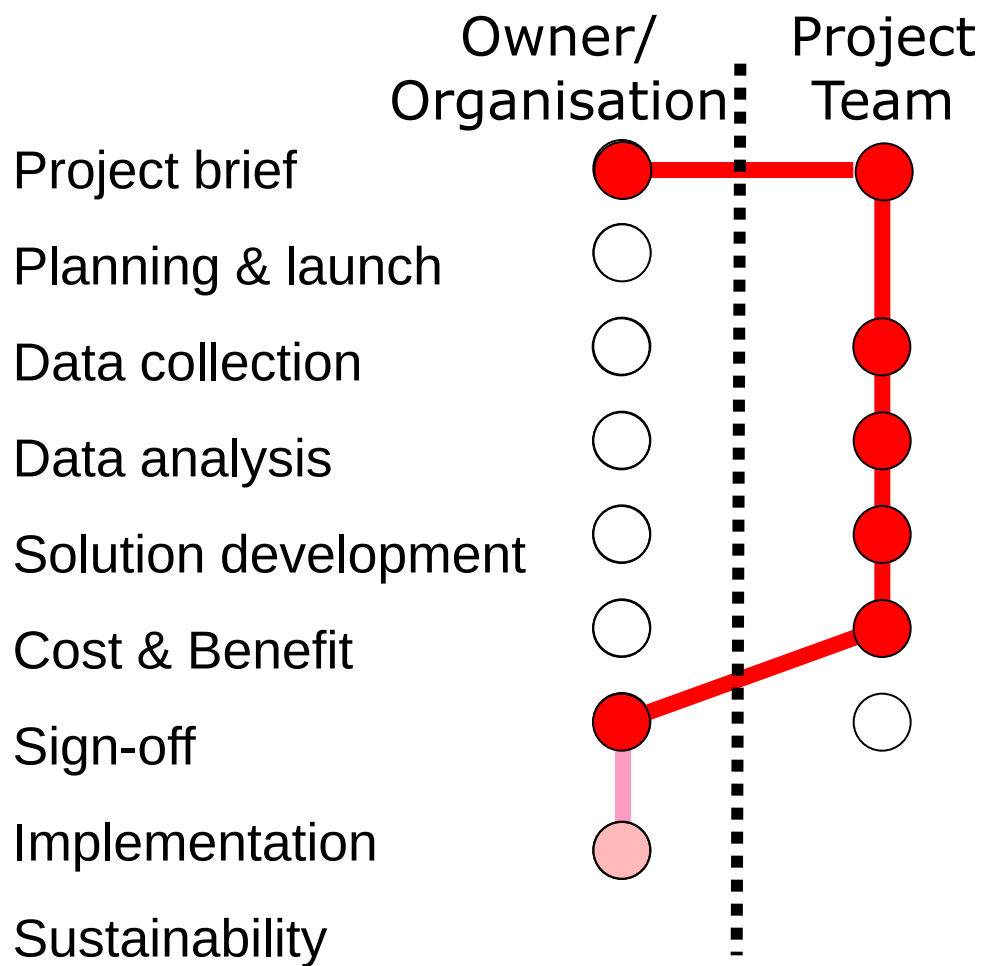
Successful transformation requires an integration of capabilities

Manage The Change



Traditional

Challenge Team



.....ownership to create commitment not confusion

Summary

- Establish a compelling vision & quickly
- Planning is vital – but avoid postponed perfection
- Don't be a slave to a process – your organisation is different
- Involvement from the start
- Deal with resisting forces & promote driving forces
- Get the leadership team sorted quickly
- Communicate like never before
- Do what you say you're going to do – Trust is priceless, but fragile
- Manage expectations
- Resource & organise correctly
 - Delegate don't abdicate
 - Things go wrong – expect it
- Recognise success – motivate for momentum

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