CHANGE LEADERSHIP / MANAGEMENT

AFRICA PEOPLE
ADVISORY GROUP

> " The sinkhole of change is communication and motivation. It's where change projects go to die. "
>
> – Nancy Rothbard

TIME FOR CHANGE

81% of the projects with effective change management came in on or under budget
- Prosci

Change Leadership / Management

How ready is your organisation to introduce new large scale change?

Does people's resistance to change sometimes stand in the way of introducing new changes at your organisation?

Are your employees agile enough to adapt to change in the organisation?

Overview

Many large scale and even smaller changes fail in organisations because not enough focus is placed on preparing the workforce for the change. This often results in low adoption rates and in worse case scenarios can even lead to an act of sabotage against the change being introduced.

Organisations face these challenges because employees are not made part of the journey of change, although they are expected to adopt the change without questions or resistance.

At Africa People Advisory Group we are proponents of making sure that employees are involved from the onset in order for them to have a voice and thus increase early levels of adoption.

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Business value gained through the solution

- Significant amounts of money spent on change efforts will yield a much higher return if the change is managed in such a way that employees have a voice.
- The longer term impact on the organisation culture is significantly more positive if employees are included in change that affects them.

Solution features

- The Africa People Advisory Group approach to change is one that is build on many theories and models of change, which centers around the involvement of employees in change that affect them.
- Whilst great care is taken in ensuring a sound structure is followed, no one change is the same as the next, and no one person responds exactly the same as the next, thus Africa People Advisory Group takes great care in making sure there is a proper understanding of the context of the change to develop the right solution.
- Our approach to change focuses on increasing the levels of adoption for higher productivity and success.
- A variety of tools are used in leading the change, examples include Change Assessment, Stakeholder map, communication plan etc.

Process overview

- The project kicks off developing a deep understanding of the business change and the impact it will have on employees at various levels.
- Typically the organisational landscape is then reviewed to understand what change was introduced in the past and to understand how it was managed but also how employees accepted the change.
- A change readiness assessment is typically part of any change program.
- Once the change and people's readiness for it is understood a change plan or change map is developed to identify the various stages and phases of the change journey.
- A highly interactive approach is then deployed to engage employees throughout the change journey – this overs the bulk of the change process and interventions.
- A post implementation assessment us concluded and future recommendations provided.

Speak to a consultant:

info@africapeopleadvisory.com