



CHANGE-CONNECT

This process develops the capability and skills of Leaders & Managers to drive organisational change, through an improved understanding of change psychology and best practice processes.

WHAT IT DELIVERS

- The organisation follows a formula for successful change*
- Change management is governed by due process*
- Resistance to change is minimised*
- People cope with change*
- Managers understand key skills required to drive successful change*
- People understand their role in the change process*
- KPI's and performance management are applied to the change initiative*

The process also provides Managers with an understanding of the emotional connection and impact that change brings with it on employees and business performance.

OUTCOMES

CCS Change-Connect provides Senior Executives with a deeper understanding of organisational change principles and how their behaviour influences successful change.

The process provides a platform for a clear demonstration of leadership direction. As a result of the increased employee engagement in change processes, tipping points are reached efficiently, ensuring that “skeptics” have reduced influence, while supporters of change help drive desired initiatives.

Experience and case studies indicate markedly improved productivity, better decision making and an improved bottom-line.

HOW IT DOES THIS (PROCESS PRINCIPLES)

CCS Change-Connect uses professionally facilitated engagement interventions with Senior Leadership to create awareness of change challenges.

The development of a ‘change management framework’ using political, marketing and military tactics ensures that surprises are kept to a minimum.

This process provides management with visibility to key success criteria while also highlighting potential roadblocks that will need to be negotiated or solved.

The successful roll out of CCS’ Change-Connect process influences strategic response to market, competitor or product shifts as they occur. The organisational change ‘capability’ becomes a competitive advantage, as a strength of the entire team.