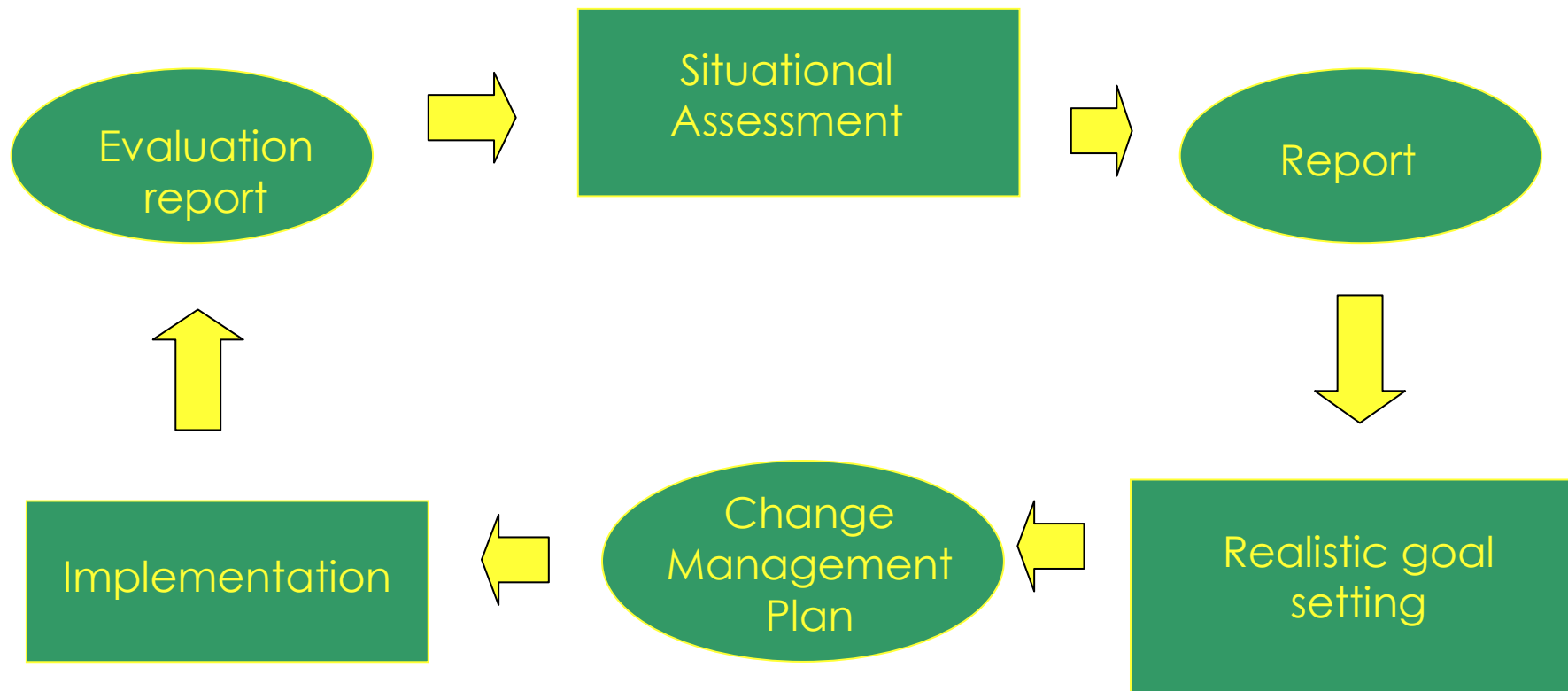


# Jenta's Change Management Model



Throughout this process, there will be ongoing review and monitoring allowing for troubleshooting of any specific issues that will impact on the movement through the change process.



# Situational Assessment

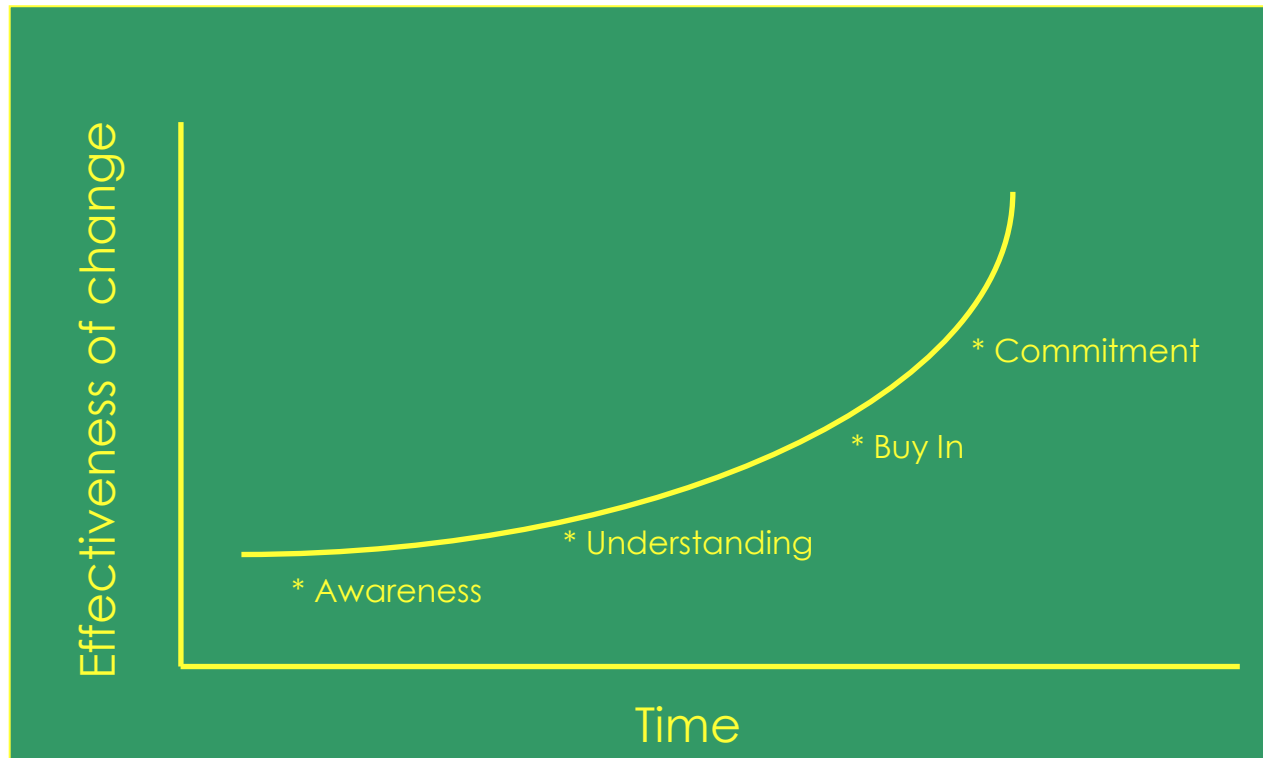
## Snapshot

- Culture & morale
- Impact of proposed changes on your people
- Integration plans
- Progress to date
- Barriers & recommendations for moving forward



# Situational Assessment

## Commitment Curve



**Establishing Baseline Measurements**

# Situational Assessment

## Identifying Key Stakeholders

- CEO / Senior Manager/s
- Project Manager
- Department Heads
- Project Sponsors
- Steering Committee
- Your people
- Relevant external stakeholders



# The Report

- Snapshot of the current reality
- Current reality to desired reality
- Gains & losses
- Barriers
- change management strategies

# The Report

- Results of Baseline Measurements
  - Change Impact assessment
  - Cultural Index Survey
  - Established Commitment Curve

Tools will be re used to provide effective measures throughout the process



# The Report

- Recommendations
- Identified issues
  - Important Vs urgent issues
  - Actions
  - Options

# Realistic Goal Setting

This stage involves 2 steps;

- Highlight key findings of report
- A series of workshops



# The Change Management Plan

- **Identifies;**
  - Who, what, when
  - Realistic time frame
  - Measures and evaluations
- **Addresses;**
  - Ownership
  - Organisational / structural readiness
  - Communication Strategies
  - Training & Development



ORGANISATIONAL DEVELOPMENT SERVICES

# Implementation

- Leadership development
- Mentoring and support of managers
- Facilitation of staff communications
- Policy development
- Personal & professional development of staff
- Time and priority management
- Training in communication skills
- Facilitation of transition teams
- Team building
- Skills audit



# Evaluation Report

- Snapshot of the new reality
- Assessment of the processes and clarification of results.
- Where to from here
- Legacy