

Taking your business from
STRIVING to THRIVING



Influencing Individual & Organisational Change:
 5 essential steps to remove obstacles and ensure lasting change.

- Lana Johnson



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- Who Am I?
- How Influencing Change Delivers Tangible Business Benefits
- What Gets in the Way of Effective Change?
- Is there a Difference Between Individual & Organisational Change?
- The 5 Essential Steps for Lasting Change



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Who Am I?

3 Key Disciplines:

HRM & Leadership
Development

Strategic Planning

Change Management

Qualifications:



Who Am I?

Industries:



Legal Services



Food,
Beverage &
Entertainment

Health &
Fitness



Brief Overview of OrgMent Business Solutions

- Established by in 2009 specifically to enable businesses to improve operational performance through people-oriented measures and defined business strategies
- Focus is on creation of real results through the practical application of advice, tools, templates and training modules
- Achieved through our depth of experience in working with SMEs and small family businesses through to Boeing, BAE and Ericsson



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Brief Overview of OrgMent Business Solutions

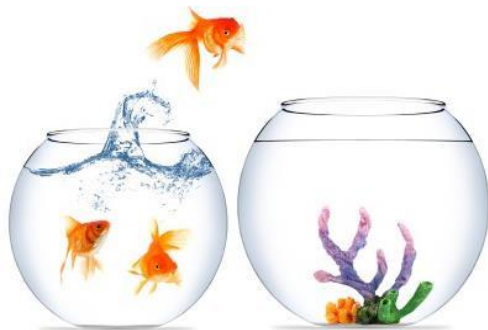
VISION: *To create solutions that enable businesses to perform beyond their expectations.*

MISSION: *To provide organisational mentoring and business advisory services that transform clients' business to achieve sustained performance.*

Testimonials available at
<http://orgmentbusinesssolutions.com.au/>



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How to influence individual and organisational change

Influencing Change Delivers Tangible Business Benefits

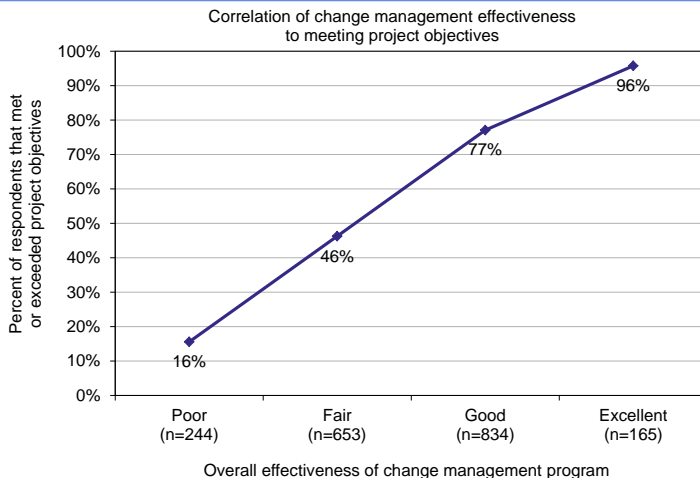
“Soft side” drives success on “hard side”

- How much value does a new process deliver if no one follows it?
- How much value does a new technology or system deliver if no one uses it?
- How much benefit is realised if the people drift back to the “old ways”?



The result –
**a very large,
negative ROI**

Change Management increases the probability of success



"Of the research participants who reported having excellent change management effectiveness, 96% met or exceeded project objectives"

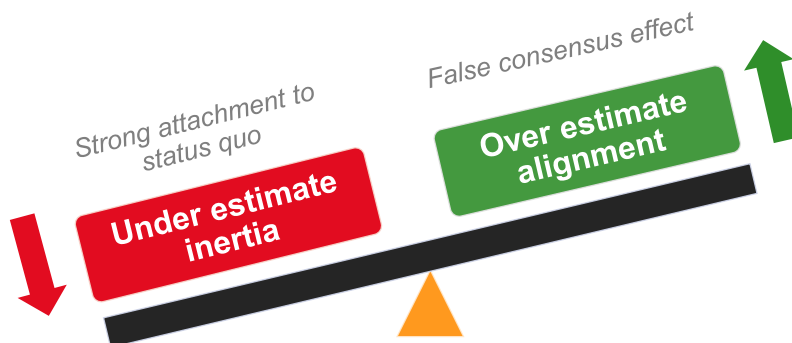
"Participants with the highest level of change management effectiveness were 6X more likely to meet or exceed project objectives"

Change Management increases success rates by a factor of 6



2014 Best Practices in Change Management Report. 822 participants in 63 countries. Prosci copyright 2013.

What Gets in the Way of Effective Change?



Is there a Difference Between Individual & Organisational Change?

Individual Perspective

How people experience and transition through change

Organisational Perspective

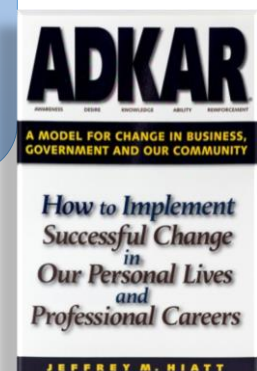
How groups can be managed through a change process

Organisational Change is a Factor of Individual Change

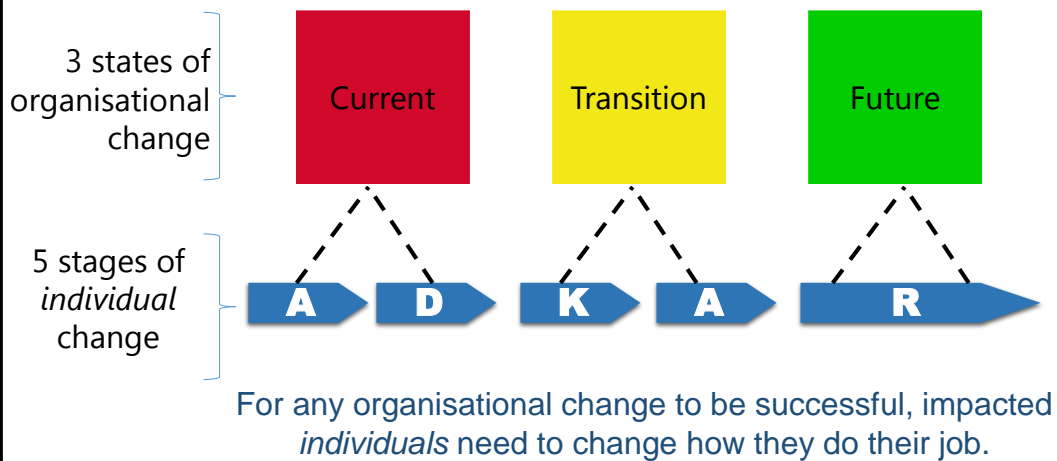
The secret to successful change lies beyond the visible and busy activities that surround change. Successful change, at its core, is rooted in something much simpler:

How to facilitate change with one person.

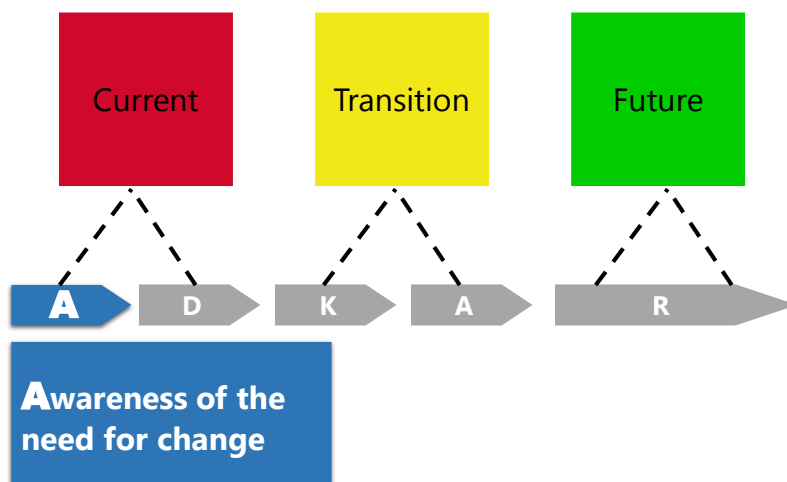
You cannot manage change at an organisational level until you know how to manage change with a single individual.



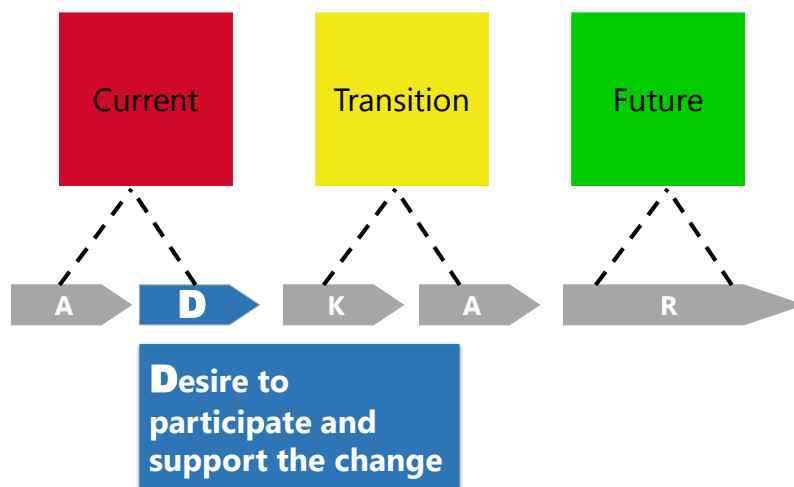
The 5 Essential Steps for Lasting Change



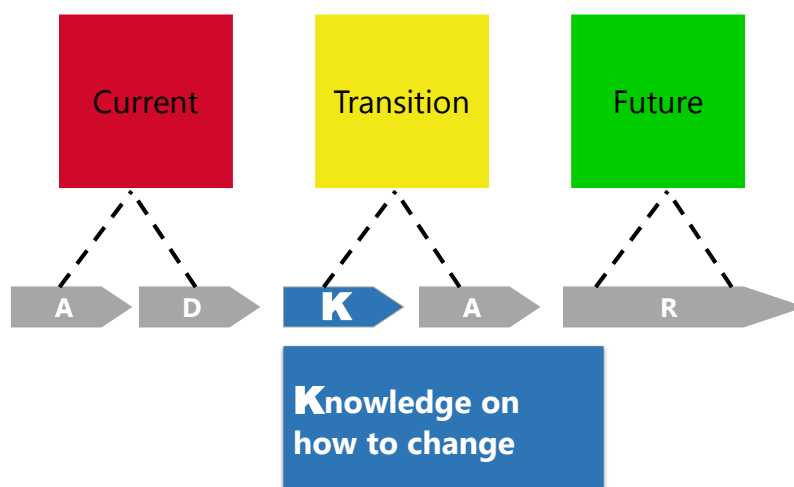
1. Build Awareness



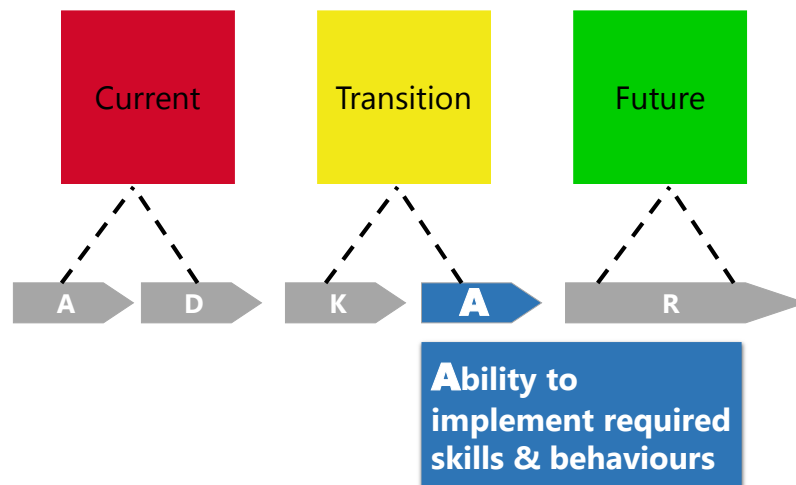
2. Build Desire



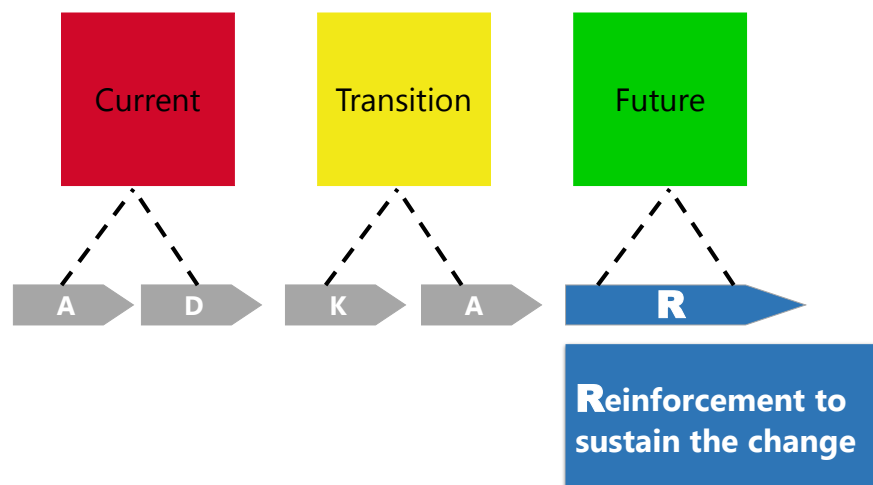
3. Build Knowledge



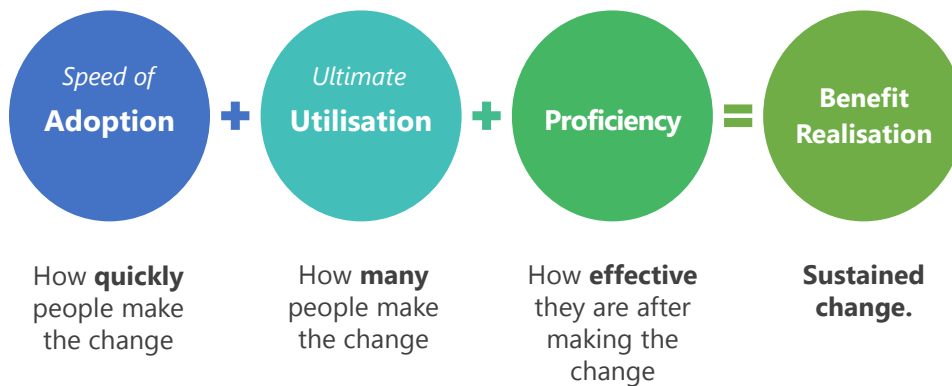
4. Develop Ability



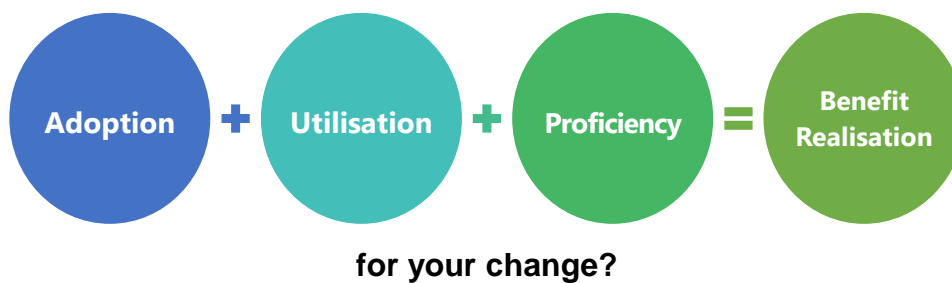
5. Reinforce Change



What makes a change successful?



How do you achieve





Thank you!

OUR VISION

Creating solutions that enable businesses to perform beyond their expectations.