



# **Managing Change Workshop**

---

Presented by Michelle Taylor  
March 2016

©Ignitis™ 2016



---

## **MANAGING CHANGE WORKSHOP**

Part 1 – Why are you changing?

©Ignitis™ 2016



## Managing Change

All organisations need to change if they are to continue to grow and thrive, staying the same is no longer an option.



- "It is not necessary to change. Survival is not mandatory."  
– W Edwards Demming

- "Every problem is a gift. Without problems we would not grow."  
– Anthony Robbins



## Why Ignitis?

- Founded on more than 20 years consulting experience in Business Analysis, and Project Management
- Our primary focus is on building project delivery capabilities for clients undergoing extreme change
- We love setting our clients up for success through the
  - Design and delivery of frameworks with an entrepreneurial edge
  - coaching, training and mentoring executives and their teams
  - leading practical change that lasts, supported by positive psychology, gratitude and happiness principles
- We work across most corporate industry sectors in addition to supporting the NFP and NGO spaces





## What Will We Cover Today

---

### Part 1 - Why are You Changing?

- Your Case for Change
- Win Over the Hearts, The Heads will Follow
- You Need a Strong Sponsor
- Understand Your Stakeholders
- Successful Communications
- A Clear Leader for the Change

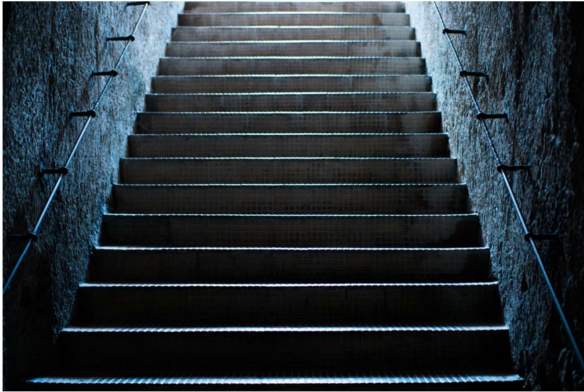
### Part 2 - Designing & Implementing the Change?

- Designing The Change
- What Will You Change
- Fix The Root Cause, Not The Symptom
- A Good Plan Is Easy To Follow
- Monitor & Control The Activity
- Give It The Resources To Succeed

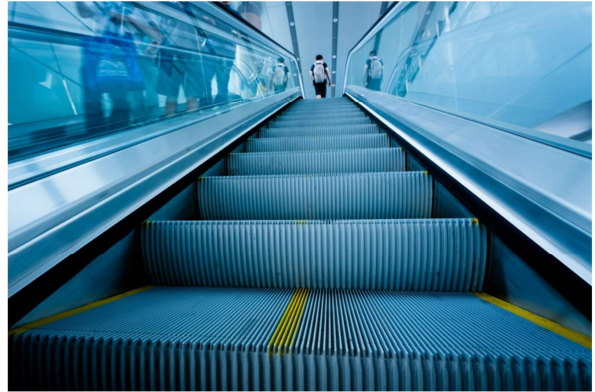


## Your Case For Change

---



**OR**



TheFunTheory.com

[www.ignitis.com.au](http://www.ignitis.com.au)

6



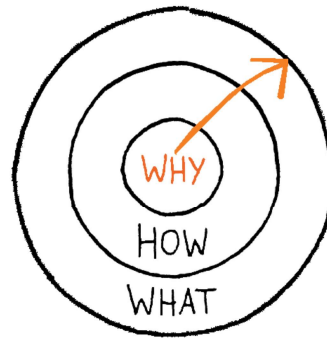
## Win Over The Heart & The Head Will Follow



1. Direct the Rider
2. Motivate the Elephant
3. Shape the Path\*

\*Switch, How to Change when change is hard by Chip and Dan Heath

Start with Why



©2015 Simon Sinek, Inc.  
[www.startwithwhy.com](http://www.startwithwhy.com)

[www.ignitis.com.au](http://www.ignitis.com.au)

7



## You Need A Strong Sponsor

Ensure you have a strong sponsor to continually reinforce the positive message and manage the mood







## Understand Your Stakeholders

Consider the groups and individuals  
How important are they? Identify and engage early on



[www.ignitis.com.au](http://www.ignitis.com.au)

9

## Successful Communications

---

Feel 'Just Right'

Remember:

- Positive messages build confidence
- Use a Communications Calendar to plan





## A Clear Leader For The Change

Delivering change can be overwhelming



Who is accountable for the success of this change?



[www.ignitis.com.au](http://www.ignitis.com.au)

11



## In Summary

Be clear about why are you changing so you can articulate your case for change

- Win Over the Hearts, The Heads Will Follow
- Assign a Strong Sponsor
- Understand Your Stakeholders
- Plan Successful Communications
- Appoint A Clear Leader for the Change



## Thank you for participating

---



**Michelle Taylor**  
Managing Director, Ignitis

+61 (0)430 574 010

michelle@ignitis.com.au

[www.ignitis.com.au](http://www.ignitis.com.au)

13