

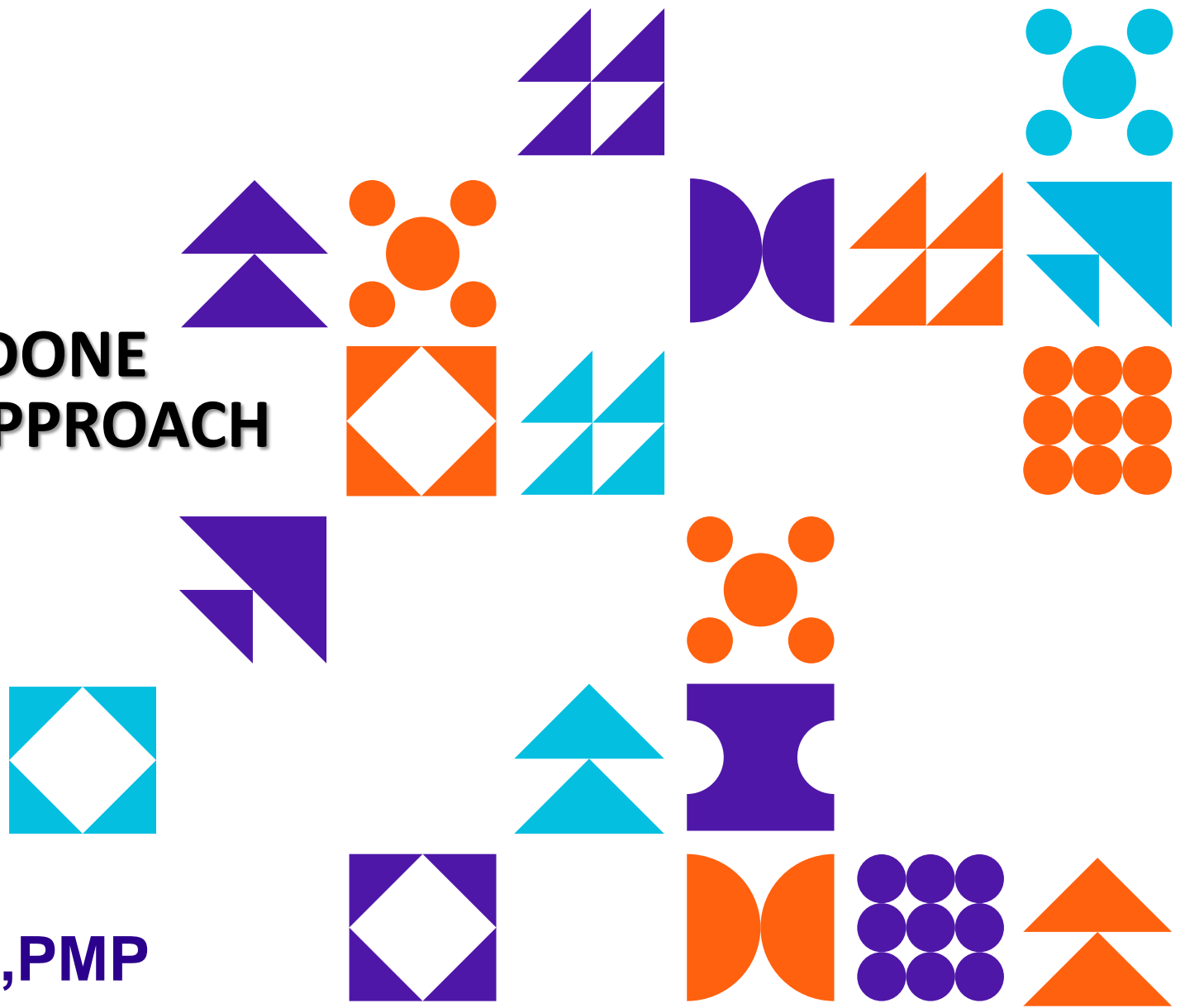
TOPIC:
ORGANISATIONAL CHANGE DONE
RIGHT: THE EIGHT STEP APPROACH

Date:

25TH MARCH, 2022

Presented by: GORD-AFFUL,PMP

Title: CHANGE MANAGEMENT



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AREAS OF EXPERTISE & INTEREST

PROJECT MANAGEMENT

CHANGE MANAGEMENT

LEADERSHIP

MONITORING & EVALUATION

OIL & GAS MANAGEMENT

ENTREPRENEURSHIP

HEALTH & SAFETY

PUBLIC/MOTIVATIONAL SPEAKING

YOUTH EMPOWERMENT & DEVELOPMENT



TRAINING OUTLINE

- INTRODUCTION TO CHANGE MANAGEMENT
- WHY EMBRACE CHANGE?
- WHY PEOPLE FIGHT CHANGE?
- CHANGE MANAGEMENT MODELS
- THE EIGHT STEP APPROACH TO CHANGE MANAGEMENT
- QUESTIONS & ANSWERS

INTRODUCTION

- CHANGE IS INEXORABLY CONSTANT
- CHANGE WILL ALWAYS BE PART OF PROJECTS AND THE BUSINESS
- CHANGE COULD EMANATE FROM INTERNAL INFLUENCES OR EXTERNAL SOURCES
- ENABLING CHANGE USUALLY IS A DIFFICULT PROPOSITION
- CHANGE MANAGEMENT IS NOT THE SAME AS CHANGE CONTROL
- EFFECTIVE CHANGE MANAGEMENT ESPOUSES MORE OF A MOTIVATIONAL STRATEGY THAN A COERCIVE ONE
- CHANGE MANAGEMENT IS PARTNERSHIP
- IT IS VITALLY IMPORTANT FOR PMs SHOULD UNDERSTAND THE ART OF CHANGE MANAGEMENT –THE GAME OF CHANGE MANAGEMENT



WHAT IS CHANGEMENT MANAGEMENT



- IT IS A **CCS** APPROACH
- IT IS A COMPREHENSIVE, CYCLIC, AND STRUCTURED APPROACH FOR TRANSITIONING TAKES INDIVIDUALS, GROUPS AND ORGANISATIONS FROM A CURRENT STATE TO A FUTURE STATE IN WHICH THEY REALISE DESIRED RESULTS (**PMBOK 2021:58**)

WHY EMBRACE CHANGE?



THE ONLY WAY TO STAY RELEVANT IN TODAY'S WORLD OF 4 Cs

THE ONLY WAY TO GROW IS TO KEEP EVOLVING AND IMPROVING

WHY PEOPLE FIGHT CHANGE?



ONE MAIN REASON: **FEAR**

- FEAR OF UNCERTAINTY
- FEAR OF LOSS (LIBERTY OR GAIN)

THE MIND, HABITS & CHANGE



“The heart that forms habits is
the same heart that can reject old habits and form new ones.”

CHANGE MODELS

- MANAGING CHANGE IN ORGANISATIONS: A PRACTICE GUIDE
- ADKAR MODEL BY JEFF HIATT
- VIRGINIA SATIR CHANGE MODEL
- WILLIAM BRIDGES' TRANSITION MODEL
- LIPS (MC)^3—THE 10 ELEMENT CHECKER
- THE **8 STEP PROCESS** FOR LEADING CHANGE BY JOHN KOTTER

HOW DO I FOLLOW THE EIGHT STEP APPROACH



USE-CRAPPS

THE EIGHT STEP APPROACH (USECRAPS)

- **URGENCY:** CREATE URGENCY
- **SUPPORT:** FORM A POWERFUL COALITION
- **ENVISIONING:** CONSOLIDATE A VISION FOR CHANGE
- **COMMUNICATION:** COMMUNICATE VISION
- **RISKS RESPONSE:** ADDRESS RISKS AND REMOVE ALL OBSTACLES
- **ACHIEVEMENTS:** CREATE SHORT TERM WINS
- **PROGRESS:** BUILD ON SHORT TERM WINS- SHORT TERM OUTCOMES
- **SUSTAINABILITY:** CONCRETISE RESULTS; BUILD VALUE AND ANCHOR CHANGES IN ORGANISATIONAL CULTURE(DNA)

5 KEY TAKEAWAYS

- CHANGE IS INEVITABLE BUT CHANGE IS MANAGEABLE
- CHANGE MANAGEMENT IS A MIND GAME, NOT A MUSCLE GAME----MOTIVATION OVER COERCION
- PMs SHOULD POSSESS CHANGE MANAGEMENT SKILLS, AND NOT JUST ABILITY---SKILL OVER ABILITY
- FIVE KEY THREADS RUN THROUGH KEY CHANGE MODELS: UNDERSTANDING, PLANNING, PERFORMING, MANAGING & SUSTAINABILITY
- USECRAPS IS AN EFFECTIVE MODEL THAT CAN BE ESPOUSED TO LEAD AND ENABLE CHANGE IN AN ORGANISATION

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LET'S DO **GREAT THINGS** TOGETHER!!

CHEERS!