

Change Management

The most successful organisations of the future will be those that are capable of rapidly and effectively bringing about fundamental, lasting, system-wide changes.

F. Robert Jacobs

The problem is not to introduce change. The issue is to recognise it - it's already there - and help people through it.

Harrison Owen

Your capacity and that of your organisation to cope with workplace change and adapt to your external environment will determine short and long-term business success.

In many instances, fixation on completing tasks and the change process itself is the main reason for neglecting the most important part of the equation: people. This paradoxically precludes the successful implementation of the change strategy.

We can assist your people and your organisation by installing and facilitating the necessary processes to successfully manage major and continuous changes.

The Centre offers a unique, integrated, flexible and hands-on approach to strategic change that addresses macro and micro-level issues involved in initiating, implementing and sustaining a culture of innovation.

At the strategic level, our approach is ultimately concerned with achieving long-lasting cultural organisational change.

At the micro-level, our methodology is team-based and addresses the long-term behavioural changes required to make innovation happen.

We take a systemic approach that focuses on how the system as a whole, and other sub-systems, integrate and work together. We also ensure we gain a clear understanding of our clients' desired outcomes by setting clear goals and objectives at the various organisational levels, along with related measurable outcomes.

Our methodology is holistic in nature; that is, it takes into consideration all aspects of the system that is undergoing change.

In short, to ensure that change is achieved and sustainable, the features of our methodology are as follows:

- Holistic
- Multilevel
- Deliberate
- Research-based
- Builds leadership capability
- Comprises action learning methods
- Makes complexity simple and is user friendly

- Has management education and training components
- Uses state-of-the-art assessment instruments and innovation metrics
- Uses facilitation, team and one-to-one coaching, and promotes teamwork

Applied Innovation Centre

Suite 5, 531 Hay Street

Subiaco, WA 6008

Tel: 08-9380 8393

Fax: 08-9380 8300

E-mail: info@appliedinnovation.com.au

Website: www.appliedinnovation.com.au