

CHANGE MANAGEMENT OFFERING

With the effects of globalization and increased market pressures, organizations are under continuous pressure to sustain competitiveness and to survive. In such trying times, organizations either steps up to the challenge or buckle under pressure. In both instances, organizations are heavily dependent on its resources, in particular its people to assist in achieving the results that are required. The past few years have seen organizations, big and small undergo massive change, be it in the form of processes, structure or technology. In all instances, while the form of the change may be somewhat different, the driving force behind all changes continues to be the organizations greatest asset – its people. Despite this, in many instances the human – people side of change is probably one of the most neglected aspects of any change, big or small, in organizations. And this accounts for some of the biggest failures attributed to organizational change.

Our approach to organisational change is a holistic one, which not only focuses on the need to achieve strategic objectives but the driving force behind the achievement of such results, being its people. At 360People, we understand that organizations are different and have varying requirements. It is for this reason that we offer customized change solutions to suite your business needs.



360People's Offering

- end to end change management solution that can be adapted to any form of change in the organization
- solutions are tied to the companies strategic objectives
- customized solution to enable technology-IT implementation and utilisation

- focus is on ensuring that the change is sustained
- disruptions to organizational performance as a result of the change, is kept to a minimum.

In achieving the organisations objectives, it is necessary to move from the current state to the desired future state. Irrespective of the dimension/s involved, it is imperative to manage the transition in order to ensure that the desired future state becomes a sustainable reality.

It is often a common mistake for organisations to realise a gap / need in their organisations and engage a consultant's assistance in addressing such a gap / requirement without realising that such "quick fix" interventions can be to the detriment of the organisation. At Swicon360 People, we offer a solution of not only understanding and addressing the required dimension within your organisation, but managing the transition that is inevitably associated with changes, big or small.

Irrespective of where you are in your change process, and taking into consideration the business context, we are able to provide the following, depending on your requirements:

- The consultant partners with the organization to provide a change solution together with the clients internal resources.
- Guidance and support in terms of the change process and tools and techniques to manage the process.
- Upskill a selected group of the clients staff to manage the change process.

Depending on your change and operational requirements, we will customize the approach to meet your requirements.

KEY FEATURES OF 360PEOPLE'S CHANGE MANAGEMENT PROGRAMME

- Building change capacity within the organisation to ensure sustainability
- Use of business simulation tools
- Leadership development and transformation
- Culture analysis and transformation
- Systemic approach