

The effective leadership and embedding of change is recognised as key to the success of an organisation

### **Planned and Emergent Change**

Planned: Intentional and deliberate - mindful analysis **Emergent: Seemingly** spontaneous and unstructured



## **Developmental Change**

Either planned or Emergent, single-instance or incremental Enhances, corrects or improves

# **Transitional Change**

Seeks a known and desired state that is different from existing



# **Transformational Change**

Radical or second order; complete change in structure, processes, culture and strategy



NOTE: Whatever type of change it is, it will impact all 3 levels.







**Organisational Level** 

**Team Level** 

**Individual Level** 



Organisational Change Management is more than just 'the people side of projects'.

It should be viewed as the approach that the whole organisation uses to manage change well.

CHANGE MANAGEMENT INSTITUTE

# 3 Critical Category of a "Change Agile" Organisation

- » Strategic Change Leadership Strategic Change Leadership
- » Business Change Readiness Business Change Readiness » Project Change Management Project Change Management



where the Change Manager reports to the Project Manager.

Constructing an environment

each area taking ownership of the management and control of the change being received.

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Believing it's the project that 'owns'

the changes in the business, rather than

Manager a junior role. Engaging change

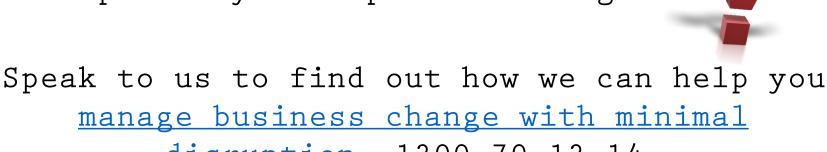
Assuming change

management is

teams too late.

"just the people side" of project management, remedied by a 'Communications Plan'.

Does your organisation have the capability to implement Change?



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manage business change with minimal 1300 70 13 14. disruption.

ARE YOU GETTING

not bad enough). They can cost reputations. Careers. So why not face facts and get the help you need? PM-Partners is Australia's most highly-accredited project management specialist. So, to partner with PM-Partners is to put your project in safe hands. The safest. Which is probably why Australia's leading brands trust PM-Partners to run over \$1.7 billion of projects. Each and every year. Maybe you should too.

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It's not exactly a business secret that poorly-executed projects cost a great deal more than money (as if that's