

# Change Management

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

## Types of Change

### 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



## Levels of Change

**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 Categories

of a "Change Agile" Organisation

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

## Why ORGANISATIONS GET IT WRONG

Failure to **invest**.

Constructing an environment where the Change Manager reports to the **Project Manager**.

Believing it's the **project** that 'owns' the changes in the business, rather than each area taking **ownership** of the **management** and **control** of the change being **received**.

Making the Change Manager a **junior** role.

Engaging **change teams** too late.

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

Does your organisation have the capability to implement Change?



Speak to us to find out how we can help you [manage business change with minimal disruption](#). 1300 70 13 14.

## ARE YOU GETTING the results you need?

It's not exactly a business secret that poorly-executed projects cost a great deal more than money (as if that's not bad enough). They can cost 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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