

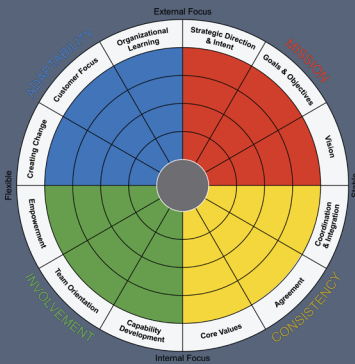


## CULTURE IMPACT



# ADAPTABILITY: CREATING CHANGE

Is creating change considered an 'initiative' or a core competency of the organization?



### Think Systemically:

When considering work in the area of Creating Change it is important that change is viewed as something not only to react to, but to proactively create.

It is also important to look closely at other areas of the Denison Model.

For example, do we create a safe environment for learning from successes and failures so that people are willing to try new things?

Are changes linked to clear strategies and goals so that we understand why change is needed?

Do we have the skills needed to implement change?

The ability to create and manage change is critical for the long-term success of any organization. Leaders and employees need to welcome new ideas and be willing to try new approaches to doing things. Being fast and agile allows organizations to read the business environment, react quickly to trends, and anticipate future changes. Change becomes a core competency.

### Are changes usually met with excitement or resistance?

High performing organizations recognize that the ability to implement change is closely linked to innovation, customer satisfaction and growth. They go beyond "responsiveness" and continually look for new and improved ways to do work. At Denison Consulting we provide a systemic roadmap for effective change management and implementation so that changes are met with confidence, not resistance.

To support you, we offer a range of solutions for creating an atmosphere that is adaptive and ready for change:

- Create a clear vision for the change, identify and communicate the "why" behind the need for change
- Develop a process to engage key stakeholders and determine levels of involvement through each phase of the change initiative
- Create a communication mechanism to track wins and identify barriers to successfully implementing the change
- Ensure that team members have the right skills and capabilities to execute the change and adjust capability development plans accordingly