

Change

Organisational Design

Organisations have to change with the times and with the markets in which they operate. Cutting costs, mergers and acquisitions, business transfers, service and efficiency improvements, aligning to new sectors or customers, and adapting to new technology can all prompt change.

When the need for change arises, organisational structures need to be reviewed. How many staff will be required? What do you need them to do? What roles and functions need to change?

The impact of changing the structure also needs to be considered – how are existing terms affected and how should consultation and negotiations take place? How will change be implemented? What needs to be done and in what order?

We can provide assistance in:

- Planning and devising new structures.
- Role profiling, writing new job descriptions and person specifications.
- Assessing impacts of proposed changes.
- Advising of legal requirements in change situations.
- Consultation processes with individuals and unions
- Defining selection criteria for redundancy.
- Designing selection processes for new roles.
- Devising communication strategies.
- Implementation of new structures.

Change Management

Change can be refreshing, positive and worthwhile, but for your employees their immediate responses to change may be a mix of anger, insecurity and anxiety. People resist change for a number of reasons and often businesses try to sell change to their employees by talking about the advantages to the business. There is an old phrase which states 'don't talk about 'we' until you have talked about 'me'', which highlights that employees are unlikely to be concerned about business advantages until they understand how this change will impact them on a personal level.

Dealing with the emotions and concerns of employees in a sensitive and understanding way is really important for the future success of any change initiative. We can help in planning how support will be provided and indeed provide that support to whatever level your business requires.

Outplacement

Some change initiatives will require a reduction in staff numbers. In these situations we can provide outplacement support to include transition workshops, one to one counselling, CV workshops, career counselling and ongoing support for exiting employees whilst they find alternative employment.