

# A more effective portfolio of change

## *Situation*

- Two years post merger of large organisation. Many changes had taken place and the organisation was stressed from the waves of change that had hit all employees, new information systems, new benefits packages and new ways of working– some of which had been put in place very quickly. Employee satisfaction was dipping.
- The executive leadership team needed a better way of managing change.

## *Action*

- Brokered a resource to complete a baseline survey to describe implementation history and focus on areas for improvement
- Created inventory of all proposed cross functional projects including impact, resources needed and benefits
- Set up and facilitated a steering committee of the VP's of Finance, HR, IT, and communications whose role it was to recommend which of the initiatives should be implemented and when
- Results of this team went to the Executive team for approval

## *Result*

- Improved implementation and change process
- Synergies between proposed projects lead to more efficient implementation, best practices were shared at Steering Committee
- Increased cross functional awareness at executive team
- Sustainable process which has stood the test of time and contributed to organisational focus
- Reduced # projects and “change fatigue” and increased employee satisfaction