

Change Management

Planned and Unplanned Change

*What is the most rigorous law of our being?
Growth. No smallest atom of our moral, mental or physical structure can stand still a year. It must grow; nothing can prevent it.*

- Mark Twain -

INTRODUCTION

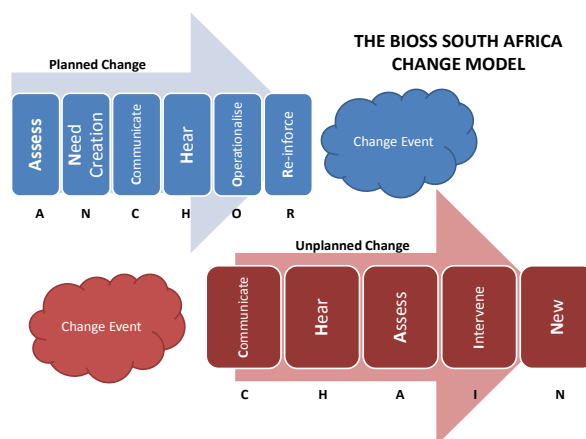
Never before has the speed of change been experienced as such a rapidly accelerating force. Organisations can be at a peak one day and in a state of decline the next if they do not recognize current change and anticipate environmental turbulence that can determine their survival. Successful organisations are able to manage this challenge by actively building resilience within their human resources - giving them the ability to pro-actively generate the change required rather than just respond to it.

WHAT CAN BLOSS OFFER?

Core to the Bloss consulting approach is the Matrix of Working Relationships (MWR) - one of the most comprehensive and useful models of organisational behaviour and dynamics currently available. This model provides in-depth understanding of the types of responsibilities and challenges experienced at the various Themes of Work represented within any organisation. Using this understanding, Human Resources practitioners and Managers can be enabled to manage change and build resilience relevant to the specific challenges of each Theme of Work. The Bloss perspective of Change Management therefore focuses on assisting organisations and individuals to deal with the complexity created by the change, enabling the organisation to return to (or create) a condition where individuals experience flow, resulting in increased performance, health and overall organisational wellness.

Based on the requirement of the organisation, the following services are provided:

- 1. Change Diagnosis and Planning:** Organisational diagnosis using internationally benchmarked tools and technologies to gather data, analyse, diagnose and assist with planning interventions to improve organisational and team effectiveness.
- 2. Change Management Training:** Assisting and training a management and/or change agent teams within the organisation to effectively manage *planned* and *unplanned* change events within the organisation and the community.
- 3. A combination of the above** entailing the usage of the skilled Bloss consulting team initially, and then training up teams within the organisation to ensure sustainability and future viability.



ADVANTAGES INCLUDE:

- ✓ Flexibility in approach to suit your needs
- ✓ Transfer of knowledge and skills that is fundamentally practical and easy to use across contexts.
- ✓ Bloss can also further assist with any part of the implementation of interventions, offering communication, facilitation and team building expertise.