



Change Management Specialists



## Who is **BIOSS Southern Africa**?

BIOSS SA is a niche consultancy focused on improving organisational and people effectiveness.

Our core lines of business are **Change Management**, **Psychometric** and **Capability Assessments**, **Talent Management** and **Structural and Talent Analytics**.



## Why choose us as your Change Management provider?

- Vast change management consulting experience
- Highly experienced and qualified change management consultants
- Local and international reach
- Strong business acumen
- Deep understanding of organisational change management challenges
- Utilisation of BIOSS-owned Change Management Model i.e. Anchor Chain™
- Simplistic yet powerful and rigorous change management methodology

## Why Change Management?

- **People-Side ROI factors**

Faster speed of adoption, higher ultimate utilisation and higher proficiency; change management drives project ROI.

- **Cost Management**

Poorly managing change is costly to the project and the organisation; change management is a cost management tactic.

- **Risk Mitigation**

Individuals, the project and the organisation are all put at risk when change is poorly managed; change management is a tool to mitigate risks.

- **Benefits Realization Insurance**

Consider how much of the value of the project ultimately depends on people doing their jobs differently; change management provides benefits realisation insurance.

- **Probability of Meeting Objectives**

Data shows that projects with effective change management in place are more likely to meet objectives, stay on schedule and stay on budget; change management increases the probability of meeting objectives.



# What is the Anchor Chain™ Change Management Model?

Underpinned by Levels of Work, a deep understanding of human behaviour and newest developments in Neuroscience.

- A BIOSS-owned and developed Change Management Model.
- Developed over a 5-year period by senior change consultants.
- Addresses both planned and unplanned change.
- Is underpinned by Level of Work and a deep understanding of human behaviour.
- Combines elements of neuroscience and change agility.
- Simple, practical and easy to use.
- Aligns with organisational culture.
- Creates organisational infrastructure to support change.

## Anchor Chain™ Implementation Process

### Planned Change Process

#### ANCHOR

1. Assess
2. Need Creation
3. Communicate
4. Hear
5. Operationalize
6. Reinforce

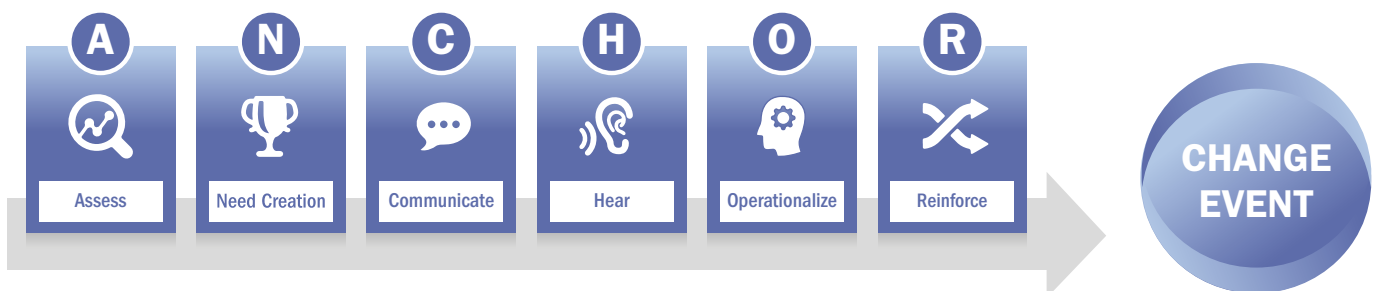
### Unplanned Change Process

#### CHAIN

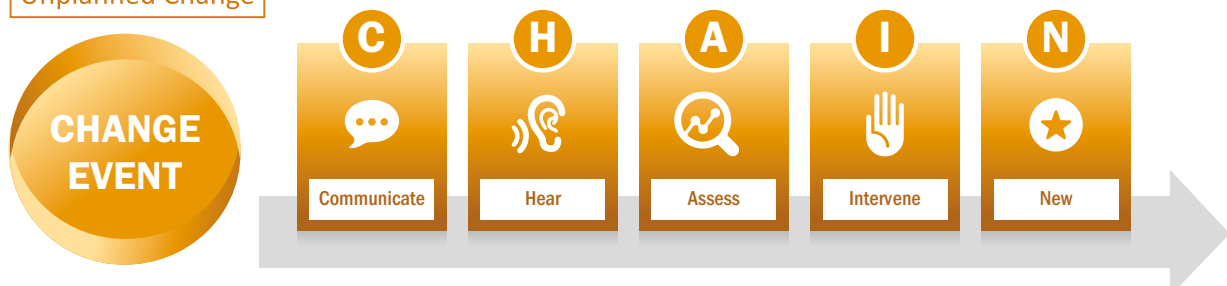
1. Communicate
2. Hear
3. Assess
4. Intervene
5. New

## The Anchor Chain™ Change Management Model

### Planned Change



### Unplanned Change





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