CHANGE MANAGEMENT: ANCHOR CHAIN™ MODEL

Change Management Training

BSA offers in-house or public courses to accredit practitioners in the Anchor Chain™ methodology.

Additional information can be sourced by contacting the Johannesburg office on +27 (0) 11 450 2434 or emailing info@bioss.com.

Why is Change Management required?

- Studies estimate that up to 80% of successful project implementation is directly related to people related soft issues.
- On average, about 20% of the time and effort is spent on developing a plan to address these issues.
- The plans that are developed are often not informed by understanding of human behaviour, and are insufficient and ineffective in addressing resistance.

(Harvard, McKinsey, Oxford Leadership Journal)

When do Change Interventions fail?

- When there is a lack of a compelling case
- Failing to understand what change really is
- Failing to engage with employees
- Ineffective implementation

What is the Anchor Chain™ Change Management Model?

- A BIOSS-owned and developed Change Management Model
- Developed over a 5-year period by senior change consultants
- The most comprehensive change model available
- Addresses both planned and unplanned change
- Is underpinned by Levels of Work
- 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

For more information on the ANCHOR CHAIN™ model please contact info@bioss.com or call 011 4502434.

Contact BIOSS SA

Johannesburg Office (Operations)
Phone: +27 (0) 11 450 2434
Email: info@bioss.com

Cape Town Office (Accounts)
Phone: +27 (0) 21 782 9977
Email: accounts@bioss.com

www.bioss.co.za