

<p><b>Stage 1. Culture and strategy diagnostic</b></p> 	<p><b>Stage 2. Planning and preparing for change</b></p> 	<p><b>Stage 3. Initiating cultural change</b></p> 	<p><b>Stage 4. Implementing cultural change</b></p> 	<p><b>Stage 5. Culture and strategy re-evaluation</b></p> 
<p><b>Senior team facilitation</b></p> <ul style="list-style-type: none"> <li>• Discuss context, crises and opportunities</li> <li>• Establish key business drivers</li> <li>• Define fit for purpose culture</li> <li>• Establish ‘measures of success’ for project</li> </ul> <p><b>Gap analysis/maturity model</b></p> <ul style="list-style-type: none"> <li>• Fundamental assumptions</li> <li>• Leadership and operating style</li> <li>• Behaviours and skills</li> <li>• Structure</li> <li>• ‘People’ systems and processes</li> </ul>	<p><b>Planning for change</b> Working with change agents to:</p> <ul style="list-style-type: none"> <li>• Devise communications plans</li> <li>• Devise change plans</li> <li>• Assess change readiness</li> </ul> <p><b>Preparing staff for change</b></p> <ul style="list-style-type: none"> <li>• Consult and engage staff</li> <li>• Roll out communications plans (continues throughout remaining stages)</li> <li>• Deliver ‘head, heart and hands’ change training</li> </ul>	<p><b>Appropriate leadership and operating styles</b></p> <ul style="list-style-type: none"> <li>• 360 degree feedback</li> <li>• Teambuilding</li> <li>• Psychometric profiling</li> </ul> <p><b>Necessary behaviours and skills</b></p> <ul style="list-style-type: none"> <li>• Training needs analysis</li> <li>• Job analysis and competency design</li> </ul> <p><b>Effective people systems and processes</b></p> <ul style="list-style-type: none"> <li>• Strategic HR policy</li> <li>• Reward and compensation</li> <li>• Performance management</li> </ul> <p><b>Efficient structure</b></p> <ul style="list-style-type: none"> <li>• Operational structure</li> <li>• Reporting lines</li> </ul>	<p><b>Appropriate leadership and operating styles</b></p> <ul style="list-style-type: none"> <li>• Executive coaching</li> <li>• Leadership and management training</li> </ul> <p><b>Necessary behaviours and skills</b></p> <ul style="list-style-type: none"> <li>• Behavioural training</li> <li>• Skills training</li> </ul> <p><b>Effective people systems and processes</b></p> <ul style="list-style-type: none"> <li>• Psychometric design</li> <li>• Selection and promotion</li> <li>• Talent management</li> </ul> <p><b>Efficient structure</b></p> <ul style="list-style-type: none"> <li>• Workspace design</li> <li>• Business process re-engineering</li> </ul>	<p><b>Gap analysis/maturity model</b></p> <ul style="list-style-type: none"> <li>• Assess shift towards fit for purpose culture</li> <li>• Assess against ‘measures of success’</li> </ul> <p><b>Senior team facilitation</b></p> <ul style="list-style-type: none"> <li>• Play back findings</li> <li>• Plan to institutionalise new approaches/cement changes</li> <li>• Plan to communicate success</li> <li>• Revisit initial goals and modify as necessary</li> </ul>