

Leading Change

According to global consultancy McKinsey & Company, 70% of improvement activities are said to fail to meet their full objective.

Leaders across an organisation have a big impact on the successful outcome and sustainability of improvement activities. Improvement activities can have a direct impact on business performance, removing inefficiencies and ultimately improving productivity and profitability.

The successful improvement activities have effective leaders driving them. This is often because the effective leaders equip their people/ teams with the skills they need to drive through change – they don't try to do it themselves.

We use John Kotter's established 8-step change management model as a framework. This is widely referenced and understood and allows leaders to clearly understand the process that they have to complete, with defined outputs.

We also develop a skills and competency profile for each leader, allowing them to focus their development and measure their progress through respective improvement activities.

At our disposal we have a suite of bite-sized learning modules to support leaders and teams engaged in the improvement journey: from conflict management to high performance team development, from debriefing to inter personal skills.

For further information visit www.aspen-global.co.uk

