



Team Planning to Position for Change

Teams meet change in many ways. They can let it override them or they can take the initiative. Each time they must balance change with business as usual.

This process puts change at the heart of the planning process so teams can integrate it with their operational needs.



Getting ahead of change by anticipating it

The operational focus of teams is business as usual but in some years, significant change also has to be delivered. Balancing the two is challenging and both must be done well. Whether dealing with corporate programs, shifting stakeholder needs, or new systems and technology, effective teams proactively anticipate and plan for its impacts on their work.

This process helps team members to explore their changing operating environment and to select priority actions to match. Key focus areas are:

- Shifts in the mix of stakeholders and the value they seek
- Alignment of product and service design with delivery outcomes
- Situational analysis to map helpful and difficult factors
- An agenda for managing change and coordinating actions.
- Business continuity and results during change and disruptions.
- Action plans to coordinate the team's efforts and choices.

This process matters because...

This process is designed to help teams approach change with confidence, guided by a facilitator who is experienced in helping organisations to recognise drivers for change and paths to deliver change. By engaging change proactively, the team increases its opportunities to influence, plan, and engage change in concord with its business as usual commitments.

Often times teams and organisations only recognise change when it falls upon them. By assessing likely and preferential change agendas up front in the planning process, teams create the opportunity to maximise the benefits for their work.

Lead change or be
led along by other's
change agenda.
Let the team make
it their choice.

How it works

The program is flexible to match the amount of time available for the team.

The method combines our navigation tools for understanding the operating context and critical change processes. The questions it addresses include:

- What options are there to address various forces for change?
- Where can change be influenced and where is it pre-determined?
- How do we deliver outcomes while adapting to change?
- How can we design our approach to change to get the best results?
- How will the team get through change together and keep healthy?
- What will we set as our objectives and key results during the change?

The process is designed to help the team to generate practical options while learning strategies based on key research. The goal is to build a practical plan while building up the team's capabilities to deliver it.

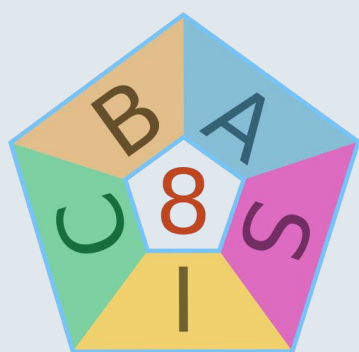
Getting started

This program is for teams at any level in an organisation, whether operational teams or leadership teams.

The program uses workshops that are held on site, at a location of your choice, or online, depending on your needs. Support materials are also provided via our online Learning Centre.

The facilitator brings decades of experience in personal leadership roles and in training, coaching and problem-solving for leaders.

To get started, contact us for an initial briefing so we can tailor our processes to match your needs.



Why us?

We bring decades of experience training, coaching, and helping leaders build performance and solve problems. With deep change management and strategic advisory experience we are uniquely set to help you succeed.

Our focus is always on building
your capability and helping your
organisation to increase its
productivity and wellbeing

Contact information

Grevillea Consultants
P 0421 080 311
E info@grevilleaconsultants.com.au
W grevilleaconsultants.com.au

