



# Change Management Strategy & Planning

**“Strategy - to limit risk while holding fast to essential points and principles”**

[Pericles]

Change programmes within your organisation will inevitably carry a degree of risk, be it loss of stakeholder support, or a level of resistance that creates a barrier to the implementation of sustainable change. MidlandHR will help you to mitigate the risks associated with Business Change.

Our Business Change consultants will help you make sure that your strategy is prepared in a way that provides your sponsors and key stakeholders with sufficient information to understand your proposed change, the approach to be used, and the principles to be applied.

The amount of input that our consultants will provide is flexible, ranging from advice and guidance, to the full development of your strategy and preparation of material to present the key elements to your change sponsors or project board.

## Change Management Strategy

Our consultants will help you to develop a Change Management Strategy that provides direction and supports decision making throughout the change process.

A well-formulated strategy gives the change meaning, describing how it will impact all areas of the organisation. It also takes into account the influence of stakeholders, resources, change principles, proposed impacts of the change and the organisation’s future vision to develop a comprehensive strategic approach.

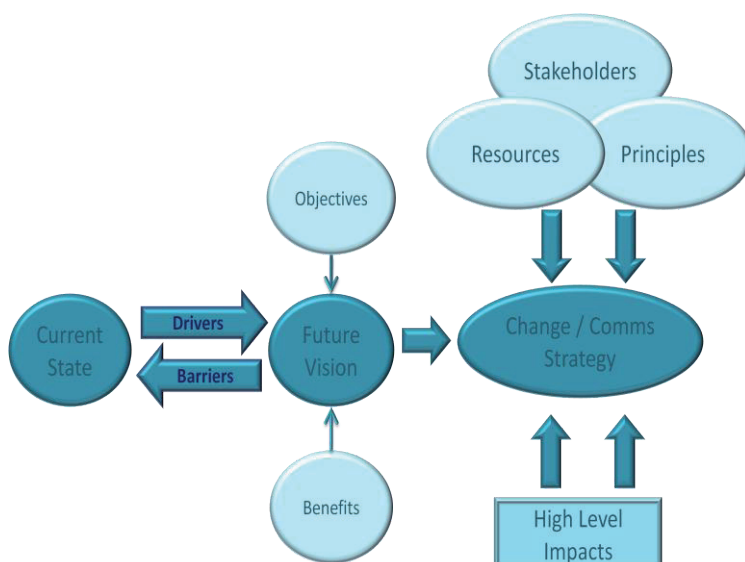
## Change Management Planning

Our Business Change consultants will use their extensive skills and experience to help you turn your change strategy into actionable steps.

Once the steps and relevant dependencies are identified, they can be used to develop a Change Management plan that fits with your overall programme and project plans.

The plan will deliver a clear outline of activities, timescales and resources for your change. It will also provide you with a tool to manage and monitor your change activities throughout the project.

## Key Elements of the Change Process:



**Existing customers, please contact your MidlandHR Account Manager or Project Manager for more information**