



Take a fresh look at training

Delivering
Performance
Improvement



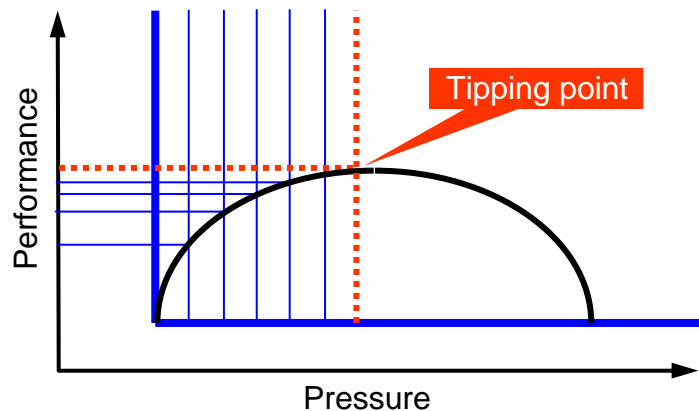
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Managing the aftershock of organisational change (culture, conflict and change)

Unlike nature, where an aftershock is the small earthquake that follows a larger one, the aftershock that hits people after organisational change is sometimes larger than the change itself...

The rationale behind organisational change is to protect and / or increase organisational efficiency at any point in the continuum, from impending doom through to staggering growth.

In managing organisational change consideration has to be given to how reaction to that change will affect productivity and what can be done in advance to minimise any negative effects.



Whether the organisational change is planned or imposed, there is an associated stress that accompanies it and although everyone is affected in the same way, it does not affect everyone to the same degree.

The pressure of change can put an individual at danger of reaching their tipping point, at which stage it is so unbearable that efficiency rapidly deteriorates as does many other aspects of their personal well being.

So, how can you manage the aftershock of organisational change such that the very objective of the change is not completely compromised?

Continued...



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Continued...

- Smart individuals always realise that there is opportunity in change. The challenge is to identify those people and utilise their productive energy as a valuable resource.
- Creative thinking, peer level implementation, specialist teams for more demanding projects and challenge management are just some of the tools available. Use these to accelerate development in this demanding and changing environment.
- Give survivors of the change a sense of pride. Recognise their efforts as well as their achievements.

However, all of this comes at a cost and it is here where false economies arise.

Massive organisational change, due to austerity cuts, often wipes out any chance of budget being allocated to address the issues described above. But to rebuild requires tools, so look for those that give the best return.

This is where PTS can add value. We bring creative ideas to existing teams who are then re-energised and able to generate and implement initiatives internally as opposed to outsourcing.

Contact us for more information.

Also available on the PTS website:

RELATED SPECIALISMS:

Creative thinking – Prizm Download [230KB]

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Challenge management – Dragons Den Download [95KB]

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PTS has a wealth of expertise spanning 25 years.

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