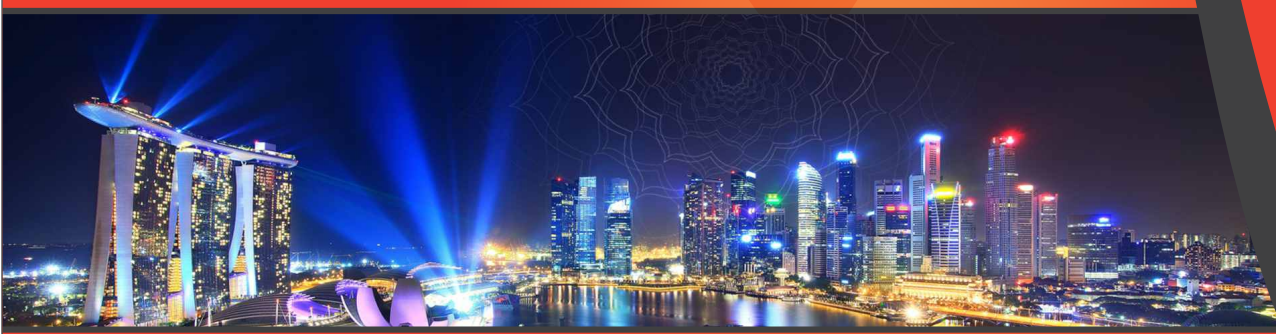




change systems

Creating Change Agility in Organisations

COMPANY PROFILE





OUR MISSION

Change Systems is a solutions-based company which specialises in people and change management consulting services and products. We deliver authentic assessments, recommendations, strategies and roadmaps that assist organisations with solving their core business issues. We use proven methods to implement strategic imperatives in collaboration with you, our client.

The name **Change Systems** was inspired by Systems Thinking. We are aware that everything operates in a system and parts influence one another. Our philosophy is aligned to the belief that the sum of multiple elements in a system produce an effect greater than its individual elements. We endeavour to recognise the parts and to enable the magic to happen.

It is no longer possible for a business to ignore the fact that change is a constant force – whether you're trying to stay in business or adjusting for growth. A subsequent revelation is the role that the lifeblood of a business, or rather, the people, play in the process of this change.

The fact is, how you facilitate your employees' transition through effective people practices and efficient change management will affect the overall success of the change you wish to implement. This is precisely what **Change Systems** enables.

Operationalising Strategy

We focus on achieving strategic imperatives through working with you and tapping into the organisation's capability and potential. We specialise in linking delivery mechanisms and the commitment of people to ensure sustainable implementation.

Create change competence in your organisation

We design and implement an operating model for change customised to your organisation. This includes capability and competency development and change agility training for leaders and staff. We deliver change management training aligned to the Prosci methodology, enriched with our experience and toolsets.

Managing change and transformation

We specialise in managing the people side of change to achieve the desired business outcome. We tailor change management training, coaching and consulting to your business needs. These activities are informed by a combination of over 15 years' worth of experience in management consulting, and various change management methodologies – including the Prosci Methodology for change management. We have developed change management methodologies customised to specific project management methodologies (i.e. ASAP, Agile and Kanban) and businesses.



OPERATIONALISING STRATEGY



MANAGING CHANGE AND TRANSFORMATION



ASSESSING INDIVIDUALS AND ORGANISATIONS

Assessing individuals and organisations

In order to tailor our approach to your needs we can assess individuals, teams and organisations to get a view of change management maturity or change readiness.

Developing an agile workforce

Great organisations manage to unlock the value in their workforce, not by implementing more controls and stricter performance management practices, but rather through inspirational leadership, enabling practices and a culture that speaks to openness and trust.

By viewing employees as holistic beings, we work with you to develop agile individuals that are able to adapt to the increased pace of change in a positive manner.



DEVELOPING AN AGILE WORKFORCE



Developing agile leaders

We view leaders from a perspective of abundance, respect, and compassion. By working with you, we align your business strategy's key objectives with your leaders as unique individuals in order to make success a reality.

DEVELOPING AGILE LEADERS



BUSINESS SERVICES

IMPLEMENTATION OF STRATEGY THROUGH PEOPLE

- Facilitation of strategy formulation
- Definition of vision, purpose and values
- Formulating the case for change

ORGANISATIONAL DESIGN AND DEVELOPMENT

- Develop strategy to align people architecture
- Design and Structure
- Process Mapping
- Process Reengineering
- Capacity Modelling
- Capability Building
- Job design and descriptions
- Workforce transitioning
- Development of effective corporate culture

CHANGE MANAGEMENT

Change Assessments and Intelligence

- Culture Surveys
- Culture Audits
- Psychometric Assessments
- Change Impact Assessments
- Resistance Management
- Role Mapping
- Case Study documentation

Change Project Management

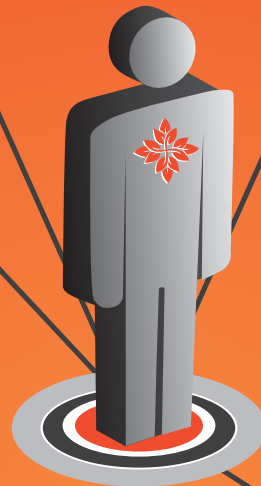
- Programme Management
- Capacity Planning
- Resourcing
- Project Management
- Return on Investment of change

Building Change Capacity

- Change Management Training
- Change Management Operating Model
- Change Management capability and competency development

Personal Growth

- Leadership and Management Coaching
- The Art of being present: Mindfulness
- When we develop mindfulness we find that a natural process of learning and inner discovery opens up because mindfulness brings us in the moment



HUMAN CAPITAL FUNCTION

Human Capital Strategy

- Alignment to business strategy
- HR Process Redesign
- As is process assessment
- To be process design

HR Operating Models

- HR Competencies
- Up-skilling HR Community

Performance Management

- Develop Performance Management Systems
- Aligning Key Performance Indicators
- Coaching and training on Performance Management

Please see our website for more information on how we can assist you with solving your core business issues.

www.changesystems.co

info@changesystems.co