



## Focus on the ‘People & Organisational’ Side of Change

### UNITIVE CHANGE MANAGEMENT CONSULTING

Organisation Change Management (OCM) focuses on the ‘people and organisational’ side of change to ensure it too is scoped and managed as much as the technical side of change. Unitive can provide any or all of the following services to our clients;

1. **Change Management Diagnostic**  
Assessing the capability of your leaders/project managers to manage Change and the current state of the application of a OCM in your organization.
2. **Change Planning Scaling**  
Undertaking an initial OCM planning of a proposed change and/or the scaling up of an existing change program to determine its scope, impact and challenges
3. **Change Leadership and Sponsorship**  
Preparing organizational leaders to manage those who are creating and driving change and successfully fulfilling their role as a Sponsor.
4. **Change Management Foundation Skills**  
Capability development/coaching in the foundational aspects of OCM
5. **Hand’s On Change Management**  
Undertaking the role of a OCM Manager in managing OCM accountabilities of a total project or part thereof

6. **Preparing for Change**  
Engaging various groups/stakeholders in understanding the change, impact on them (short and longer term) and seeking their input into potential BAU challenges, customer impacts, stakeholder identification and transition approaches
7. **Managing Resistance Workshop**  
Surfacing and resolving resistance while increasing commitment to the change through engagement and dialogue

#### Organisation Change Management Services

