

# Creating Change

The quest for efficiency and effectiveness in organisations is a journey of ongoing change, not only for the organisation but also its people. Continuous improvement, market leadership, brand leadership, moving from good to great, and ultimately improving profit all rely on the people in your organisation either changing or adapting to change.

For change to occur in individuals we believe it needs to follow a pattern, or process.

## **Mindsets**

First Mindsets must change. People need to think differently if they are going to change. While this sounds simple, making it happen is one of the most challenging aspects of learning and development programs.

The ability to challenge an individual's thinking is a core benefit of including an experiential approach in your change program.

## **Behaviours**

Once an individual is thinking differently they will be receptive, or in fact welcoming, of new skills and behaviours.

## **Results**

The results of the change you are seeking need to be reinforced in your organisation through appropriate HR strategies. For example job descriptions, performance reviews, and other strategies should support the behavioural results you seek.

Team Focus follows these principles in all change programs that we undertake.

