

Why It Is Important to Know if the Company is Ready to Change



You can develop plans on your own but you will implement your plans together with employees.

It is important for employees to share leader' plans

As a leader you look into the future

It is important to know what is going on in the company today and what ordinary employees think about it

You have a global vision

It is important to remember about details



COURSE OF CHANGE Meets our Clients' Needs



“We want to create an efficient and competitive system of management. Where should we start? ...”

“I plan to completely change the organization of work in the company. What changes will be supported by employees ...?”

“I need to know how middle managers translate my ideas to their subordinates...”

“We would like to find out what ordinary employees think about the company's development, its strengths and weaknesses ...”

“I want to assess the effectiveness of my managers in relations with subordinates ...”

“We have spent so much effort to optimize the management system, but we are not happy with the results...”



COURSE OF CHANGE

Assessment of the management system

by **all** its members

From top managers to ordinary employees

by 6 main areas

*Strategy and Planning; Organization of Work;
Motivation and Leadership; Assessment and
Control; Company Development ; Communication
Management*

to find the right model of change.



Objectivity Is Our Advantage



**Vision of middle
management**

**Vision of top
management**

**Full
Picture**

**Vision of
company
employees**



Course of Change: How It Works



- Interviews with Company executives to identify aims and objectives of the survey, learn more about the Company
- Employee survey **(30 minutes)**
- A report for the Company management on the basis of the collected data analysis with recommendations on introducing changes
- **Presentation** of results for the management
- Consulting support on implementing changes during 3 months



Project Result

- ✓ You will find out the strengths and weaknesses of the management system from the point of view of different categories of employees
- ✓ You will be able to identify current and **prospective** areas for change
- ✓ You will learn where **changes are required** in the first place
- ✓ You will be able to assess the employees' **readiness** for change
- ✓ Your decisions on business reorganization will get a greater **response** among employees
- ✓ You will be able to compare the effectiveness of managers from various departments

