



CHANGE MANAGEMENT

Change Management is a critical capability. Is your organisation reacting or responding to change?

Structured
Change 



To Change or not to Change?

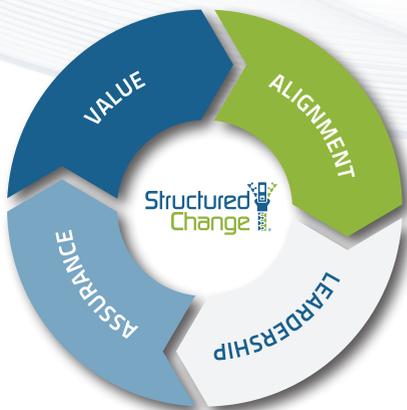
Every organisation is influenced by internal and external forces. Financial, regulatory, commercial, product, services, compliance, industrial relations, innovation, redundancy, obsolescence to name a few. Whether forces are obvious disrupters or slow-moving market currents, it's how they are collectively accommodated that matters.

Some organisations approach change by applying more capacity. While this can assist in the shorter term, it can be viewed as "building a house of cards" because when change is delivered it is often short lived and not sustainable.

Change is made easier when it is applied using principles and a proven framework.

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We have proven over and over that change is a capability not just capacity! When change is viewed and treated this way organisations can achieve a capability uplift simply through alignment.



Our Approach

Structured Change has years of experience assisting organisations understand how to apply Change using a trusted and proven approach. Engaging people at every step and level of the organisation is key to embedding change (sustaining value).

Our starting point is the now. We commence all engagements with our

combined knowledge and experience and at the end we transfer everything over to you without a price tag.

We also start with the end in mind. Departing each assignment knowing that sustainable change has been achieved to your criteria is our utmost priority.





Change Strategy (Why)

Change Strategy is translating the motivation of the business to agree on “what does good look like?”

When the WHY is acknowledged the journey ahead often sells itself.

Motivation is often assumed by upper management and can feel overlooked by the operations of an organisation. When the “Why” is acknowledged the journey ahead often sells itself. When change is

conducted without clear reasoning it can disrupt and disengage stakeholders. We have experience in converting the “Why” to messages that appeal to stakeholders at all levels of the organisation.

Change Strategy defines the boundaries of the journey ahead. Some are soft boundaries, while some are hard and more obvious. Some may morph over time as the organization responds to external forces. The role of Change Strategy is to accommodate the ambiguity of the journey as it relates to boundaries while remaining purposeful and deliberate to the intent of the change.



Change Leadership (What)

Change Leadership in our context is to “Design the journey”. The design of any journey is constructed through targeted conversations, active listening and understanding the context of the organisation and relevant stakeholder needs.

An organisation may be a company, a project, a contract, a department of any group of two or more persons. Change Leadership needs to consider the written and unwritten requirements. Some are political, some are sensitive (internally and/or externally) and some are determined by the risk appetite of the organisation. When we design a journey, we must be mindful of these factors and tread carefully when we challenge and/or accept change motives.

Change Leadership is about defining the nature (timing, size and fit) of the goals. It also creates a roadmap underpinned by milestones that determine the steps of the journey.

It is the skill and experience of the Change Leader that works with relevant stakeholders to design the journey.

It is the skill and experience of the Change Leader that works with relevant stakeholders to design the journey. This then enables the Change Management capability to execute the changes required, while working within a roadmap.



Change Management (How)

Change Management is to “Deliver the journey”. The Structured Change Framework is how we deliver change for our clients. Leadership and Management go hand in hand and often overlap.



PEOPLE

We consider both soft and hard factors. On the “soft side” we are considering behaviour, values and beliefs whereas on the “hard side” we are considering competency, skills, position descriptions and application.



PROCESS

Process is the definition of events that lead from an input to an output in each business function. A process should commence with a request for something (exchange) and end with something of value for the next stakeholder.



CHANGE

The Structured Change Framework and associated tools are based on the principles of Alignment, Assurance, Leadership and Value. Our tools and techniques are shared with our clients at no additional cost.



LEARNING

The success of any change is underpinned by the depth, retention and realisation of organisational knowledge. Leadership and culture play a large role in moving up the value pyramid (and staying there).

Collaboration (Change) Portal

We encourage clients to take advantage of our collaboration portal. The more people who are engaged with the change, the more likely people are to believe in the change.



STRUCTURED CHANGE COLLABORATION PLATFORM



Our Approach



PHASE

01

DISCOVER
(Why)

Understanding the objectives and drivers for change

02

DEFINE
(What)

Agree on what good looks like and the scope of the change.

03

DESIGN
(How)

Create a roadmap that complements the attitude, ability and appetite of the organisation.

04

DELIVER
(When)

Deliver the roadmap while maintaining the desired balance of Cost, Risk and Performance.

05

DEPART
(Who)

Transfer knowledge and move to business as usual.



ORGANISATION

What is the purpose of your organisation?

What is the issue facing your organisation?

What are the risks and opportunities ahead?

What is the history and DNA of your organisation?

What are the structures of your organisation?

What is your organisational asset?

What does good look like?

What is the desired balance of Cost, Risk, and Performance?

At what rate can change be absorbed?

Do people understand and accept the why?

What are the early wins?

How do our key value streams flow across the organisation?

What is our change readiness?

What is the optimal level of visibility and transparency?

Are we adequately engaging and communicating?

Are we fully committed to the journey?

Are we ready to stand on our own?

Does our behaviour sustain the changes made?

Have we moved to an outcome focused, no blame culture?

Have we realised value from the journey?



STRUCTURED CHANGE

We understand the context of the organisation.

We understand stakeholder needs and wants.

We understand the landscape for the changes ahead.

We have assessed the attitude, appetite, and the ability to change.

We have agreed on what needs to change.

We have provided a strategy for change.

We have translated the vision of the organisation into objectives.

We have a messaging, communication and engagement strategy.

We have converted objectives into milestones.

We have designed the deliverables and activities to achieve each milestone.

We have considered impacts to existing business processes.

We have designed a cultural change plan.

We use the Structured Change Framework as a vehicle for change delivery.

We adhere to change governance.

We manage and report progress, risks, issues, opportunities and wins.

We identify internal change champions.

We assist internal change champions in taking the lead.

We transition away from the organisation.

We report on the status of people, process, technology, behaviour, and learnings.

We are proud to leave value behind and transition out.



Our Customers

Structured Change has delivered sustained value to the following industry segments.

PRIVATE SECTOR	<ul style="list-style-type: none"> • Manufacturing • Engineering • Supply Chain • Operations 	<ul style="list-style-type: none"> • Maintenance • Facilities Management • Utilities
GOVERNMENT	<ul style="list-style-type: none"> • Rail • Road • Maritime • Health 	<ul style="list-style-type: none"> • Communities and Justice • Aviation • Policy Deployment • Supply Chain Strategies
DEFENCE	<ul style="list-style-type: none"> • Strategic Planning • Cultural Alignment • Asset Management Plans • Supplier Assurance 	<ul style="list-style-type: none"> • Asset Management Systems • Contract Management
NOT FOR PROFIT (VOLUNTEER)	<ul style="list-style-type: none"> • Strategic Asset Management • CMMS • Asset Management Workshops 	<ul style="list-style-type: none"> • Asset Management Society support • Asset Management Advisory

Structured Change is a Certified Asset Management Assessor with over 20 years' experience guiding organisations through the pragmatic implementation of fit for purpose Asset Management. We have also have years of experience assisting clients in their Enterprise Asset Management (EAM) implementations.

Structured Change

The zipper metaphor represents the notion that once its teeth have been pulled together the zipper needs to hold ('sustain') until the next conscious change.

Making sure the zipper remains together is further assured by the Structured Change approach.

On one side of the zipper is people change (Intangible) and on the other side is delivery change (Tangible).



TANGIBLE (DELIVERY CHANGE)

INTANGIBLE (PEOPLE CHANGE)

Your Partner in Change

Your organisation is an asset.

Structured Change will help you apply Asset Management in a simple, pragmatic way using a proven framework and approach that is designed to embed sustained value in your organisation.

Structured Change delivers change with integrity. We do this because we place value ahead of revenue in everything we do.

Your outcome is ours!

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share people
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