

Transformation and change management: How to...

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WEST LONDON -- There's a hording around the big, refurbished church at Hammersmith flyover that says **TRANSFORMATIONSPACE**. The hordings in the photo above are at the base of the new Shard of Glass building at London Bridge.

What are they on about?

The words 'change' and 'transformation' are starting to gain some currency in business circles these days. Many, many large companies are going through Transformation programmes. And 'change management' is a skill or capability that most industries are finding they need.

Transformation has perhaps just become a watch word for the speed and frequency with which big businesses have had to adapt.

Times change and businesses must too.

Today, of course, pressures are changing daily. So you must as well.

What is amazing to watch about the business change programmes we are working on -- and they include some of the biggest ones happening now -- is that they are no less ambitious or transformative than London's tallest skyscraper, or Hammersmith's church under the highway.

That is: **What was there before is totally transformed.**

When you think about the complexities of business that's an amazing thing: across divisions, functions, offices, regions, through the management line... affecting customers, suppliers, employees and plenty of other stakeholders.

Change can happen in big, complicated organisations. they can be transformed. But it is no

easy task.

And without proper change management and the engagement of key audiences it just won't work.

That has been shown over and over again.

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