

# HOW TO ... CHANGE WITH EASE

Follow these five key steps to make your next organisational change effort your most successful yet

#1



## Find a Change Sponsor

Different to a Project Sponsor, a Change Sponsor focuses on stakeholders and engages them to collaborate with the Project Team or consult on the project. The Change Sponsor should have sufficient credibility and authority to advocate convincingly for the change.

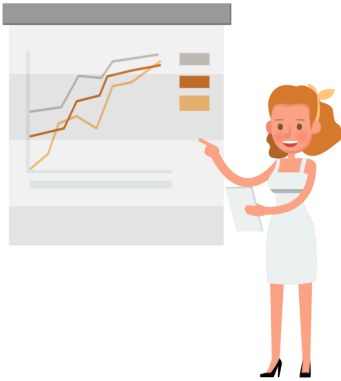
#2

## Establish a strong project team

Spend the time to generate a sense of belonging amongst team members and create a culture of trust and respect. Research shows that projects with strong teams have fewer schedule delays and less budget overruns.



#3



### Know exactly what is changing and for whom

Identify each stakeholder group and work through exactly what changes for that stakeholder group. Remember to engage your employees, Project Sponsor and Change Sponsor in these conversations.

#4

### Engage stakeholders with empathy

While change can be exciting for some, it can be frightening and stressful for others. By understanding each stakeholder group's emotional journey you can design a change management approach that better supports each person's individual change journey.



#5



### Be agile

The best change management techniques can come unstuck when we stick to them rigidly. Establish strong feedback mechanisms and don't be afraid to change your approach to address the feedback that you receive.

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