

## *The biggest challenge in organisations in 2010*



The impact of the current economic downturn has forced many organisations to downsize their operations to survive the tough times. Sometimes unpopular decisions had to be taken. Early signs of the recovery are showing in 2010 but there is still more to be done in order to prepare for the next upturn. This means unfortunately more cost reduction, sometimes more redundancies, implementation of new ways of working to increase performance to be fit for the future.

These changes will trigger more or less resistance from people. Getting the support of people when introducing a change is critical for a change to stick.

What managers can do to minimise resistance and ensure the proposed solution sticks once the upturn comes and people remain loyal to their companies?

In order to overcome resistance and get people to engage totally in the change there are some **Dos** and **Don'ts** that Managers need to be aware of. Successful change practitioners use some secret tools to make sure that their change initiatives succeed and as a manager you too can learn these secrets to manage successful and sustainable change.

What are the challenges you are currently facing or anticipate from an introduced change?

- Are people actively or passively undermining the change you are trying to introduce?
- Are you finding it difficult to communicate to the staff the benefits or the reasons why the new solution is better than the old one and will be more efficient?
- Do you have to face a disengaged staff for whatever reason?
- Are you unsure how to decide which cost-cut will generate the best ROI in your organisation overall?
- Are you thinking of introducing a change in the way you are working such as improving processes, introducing a new information system, changing the management practice but are worrying where and how to start?
- What are you doing to prepare and be fit for the next recovery?
- How are you building your organisation's capability for the future?

The change Leadership program of Nucleus of change in February 2010 will be a one-day program dedicated to **'Why people will resist your change project? Overcoming resistance to change'** and has been designed to help managers, senior managers and change agents to have some practical answers to their current challenges.

This program will provide you with some effective strategies to prepare your organisation effectively to be ready to take full advantage of the next upturn. You will be equipped with tools, learn about some successful examples & case studies and discover a step by step process that will show you how to overcome resistance to change and succeed your change initiatives.

For more information about this programme click on [www.cracresist.eventbrite.com](http://www.cracresist.eventbrite.com)

### **About Nucleus of change**

**Nucleus of change** provide Change Leadership services and is based in London (United Kingdom). We help current and future Leaders to achieve sustainable performance through Authentic Leadership, Entrepreneurship and Rapid Change integration. Services are delivered in **English** and **French** to a range of organisations including foundations, social enterprises, not-for-profit organisations, start-ups, medium companies and corporations.

Our core **values** are: creativity, excellence, fun & passion, respect, collaboration & social responsibility

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