



Workplace Evolution's Change Partnering

When businesses go through turnarounds, statistics show that they need business and organizational refocusing to help with the implementation of change. Effective change engagement is crucial to success. According to industry consultants:

- √ *More than 50% of restructuring fails to achieve the intended result.*
- √ *More than two-thirds of transactions that fail do so at the execution stage.*

Without change intervention, odds are that within 2-3 years, extensive restructuring is necessary again to regain financial viability. Fortunately, success or failure depends as much on HOW the change is made as on the actual initiative. In a McKinsey study of 40 companies who introduced change initiatives, the successful programs were those who focused on making any level of the company better able to deal with change.

Additionally, according to a Rockefeller University study in 2004, only one in nine individuals who attempt to change, even when their lives depend upon it, will succeed. A parallel between an organization's survival and the individual's ability to change can definitely be drawn since organizations are the sum of individuals. In his book, "Change or Die", Alan Deutschman clearly demonstrates that individuals can change. In the past we haven't understood the real motivations and requirements necessary to exact change but many studies are proving that we do now.

Organizations that focused on improving change-management capabilities met or exceeded the rate of return on change initiatives as much as 300 percent according to the McKinsey study.

WORKPLACE EVOLUTION (WE), has a team of 14 senior organizational development consultants affording great organizational depth and breadth. We bring in one, two or a team of very talented and experienced individuals who align their skills to assist with change engagement initiatives – wherever it occurs in client organizations. Our consultants have expertise and executive-level experience in operations, finance, human resources, marketing, sales, engineering and research and development.

WE's approach involves deconstruction of outdated beliefs and models, reinvention of the business to enhance and accelerate evolutionary thinking, and restoration of community and service as a regenerative force within the organization.

WE uses seven essentials to help the organization *assess, measure and rediscover their capacity* for long-term, overall success: Me Management, Financial Viability, Shared Leadership, Engaged People, Curiosity Continuum, Perpetual Innovation, and Sustainable Community.

WE offers leaders and executive teams assistance in reforming their leadership style and competencies to match this new global reality, called "Evolutionary Leadership." This includes leadership that desires a better understanding of how to:

- √ Create a shared vision founded in possibility and executable in reality
- √ Work in inclusive ways
- √ Motivate and inspire versus punish
- √ Work with the four generations in the workplace
- √ Help teams manage stress (internal conflict resolution) and time in ways that drive performance and accountability from inside out rather than the traditional outside in.

WE is available for presentations, conversations, and exploration to offer insights into the evolving workplace.