

# CHANGE MANAGEMENT

## in an organisation

### DEFINE

The first step is always to define the plan and align the leaders with the **new strategic objectives.**

### COMMUNICATE

It is essential to communicate the vision and the goal of the change in order to **generate commitment to the solution.**

### DETAIL

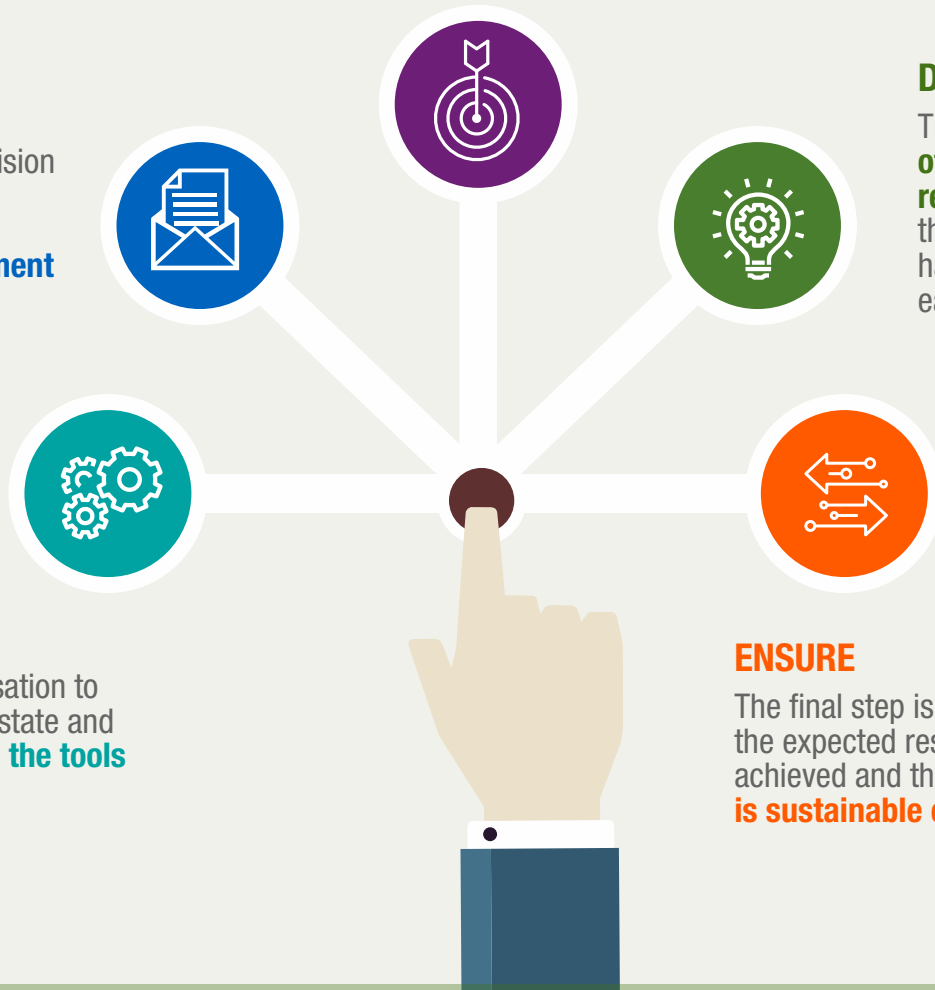
Translate the **vision of the change into a reality** for people and therefore make it have a meaning for each one of them.

### IMPLEMENT

Move the organisation to the new desired state and **and give people the tools** to attain it.

### ENSURE

The final step is to ensure that the expected results have been achieved and that **the change is sustainable over time.**



- > Leadership change
- > Communication and commitment
- > Impact and measurement of change
- > Training people

Source: KPMG.