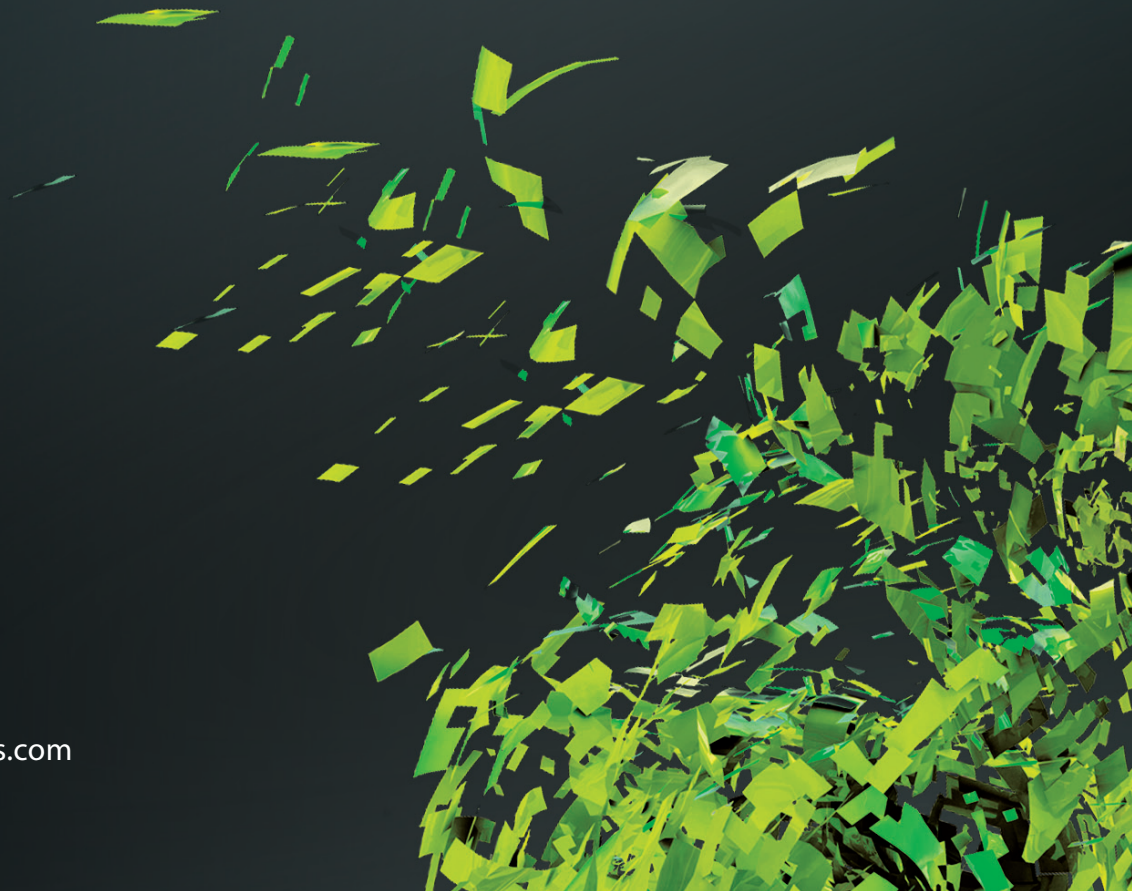




WORKING  
TRANSITIONS

# Transitions

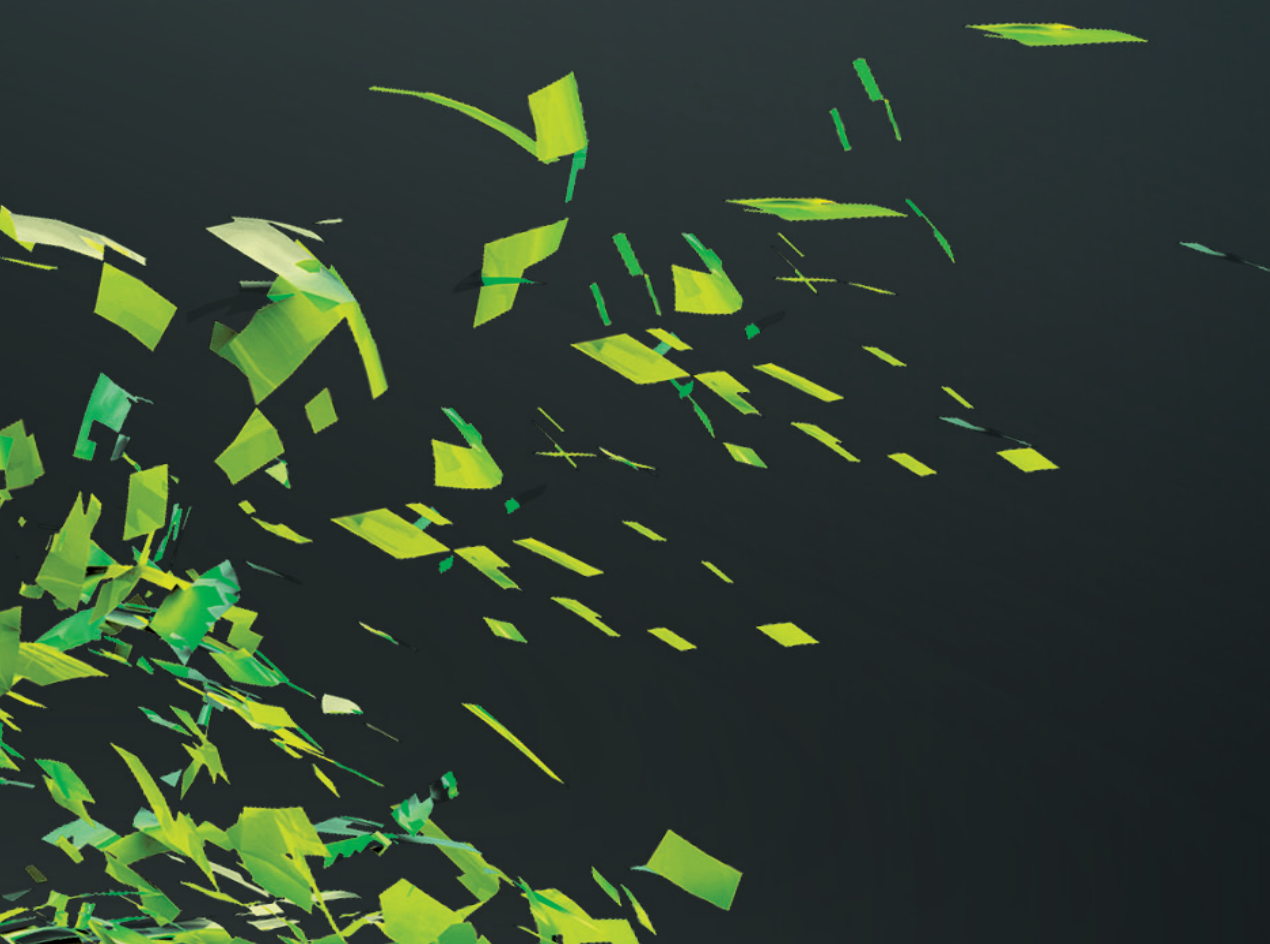
BECAUSE YOUR WORLD IS CHANGING



"THANK YOU, WE WOULD NEVER HAVE THOUGHT THIS POSSIBLE BEFORE WE WORKED WITH ALL OF YOU. I BELIEVE THIS IS AN EXCELLENT RESULT. DRINKS ARE ON ME NEXT WEEK!"

**Kathy Slater**

**Operations Director, Avon Cosmetics**





“PROGRESS IS IMPOSSIBLE WITHOUT CHANGE, AND THOSE WHO CANNOT CHANGE THEIR MINDS CANNOT CHANGE ANYTHING.”

George Bernard Shaw

### Why Transition?

Change means different things according to your business evolution.

Your transition process may be driven by a recent merger or acquisition, organisational restructure, the need to cut costs, or realign your businesses’ processes to accelerate competitive advantage.

Whatever the reason, one thing is certain: successful transitions only occur when your people adapt their behaviour to deliver your strategic objectives.

Without this vital ingredient, the vast majority (70%) of transition initiatives fail to realise their goals.

### Why Working Transitions?

So how does Working Transitions make the difference?

Research and experience consistently prove that many organisations fail to achieve the benefits of change because they only manage half of the process - the business drivers.

The key to successful change management is to actively manage both the business drivers and the individual drivers effectively.

### The Change Drivers



“I HAVE WORKED WITH OTHER PROVIDERS, BUT WORKING TRANSITIONS HAVE REALLY PROVEN THEIR PLACE AS MY PREFERRED SUPPLIER. THEY ARE IMMENSELY FLEXIBLE IN THEIR APPROACH, OFFERINGS AND PRICING STRUCTURE.”

Jenny Lawrence, L&D Manager, Diligenta part of the TaTa Group



## Our Approach

Our success lies in our ability to transform collective behaviour in line with your new culture and commercial goals.

Our ability to do this rests in a 3-step approach, illustrated below, and the way in which we partner with our sponsors so that your goal becomes ours. It is a formula. It's a formula which "bridges the gap" between your commercial aspirations and your people's ability to deliver.

We tailor our solutions to suit your needs, because the triggers for all employees and organisations vary.

Our suite of modules range from 2 hour seminars to 2 day workshops. Delivered by our experienced change practitioners, we work with you to agree the combination of modules that best suit the challenges you face.

## Our Solutions and Programmes

Working Transitions' solutions are always bespoke. However, some of the more common programmes we are asked to provide are outlined below:

## Working Transitions' 3-step approach

1

### Prepare

We equip your top team and managers with the skills, mindset and resources needed to establish a change culture throughout an organisation.

2

### Implement

We generate behavioural change, across the board, in line with your business objectives.

3

### Embed

We take time to embed these functions and emotional attributes into the everyday working life of your people.



Programmes	What	Outcomes	Benefits
Understanding Change and Transition Manager Module	An introductory workshop which provides basic, underpinning knowledge about the impact of change and transition	Empowers managers to create a positive transition experience so it has a healthy effect on staff and business	<ul style="list-style-type: none"> <li>✔ Clarity on the importance of creating a compelling message</li> <li>✔ Increased awareness of the effect of change on you</li> <li>✔ Reduce the unhelpful impact of change</li> </ul>
Breaking the News Manager Module HR Teams	A "breaking the news" style workshop which enables managers to effectively communicate news to their teams whether it be redundancy or retention	Gives managers the confidence and skills needed to deliver challenging news effectively	<ul style="list-style-type: none"> <li>✔ Consistency of messages across all levels</li> <li>✔ Increased understanding of possible reactions</li> <li>✔ Reduces the emotional impact and demands on the manager</li> <li>✔ Opportunity for preparation and practice</li> <li>✔ Confidence builder</li> <li>✔ Creates a better environment for communication</li> </ul>
Managing Successfully During Change Manager Module	This workshop focuses on meaningful communication with individuals	Empowers managers to maintain team and organisational morale and performance during the transition period	<ul style="list-style-type: none"> <li>✔ Greater awareness of individual reactions</li> <li>✔ Increased morale and motivation</li> <li>✔ Meaningful communication with individuals</li> <li>✔ Encourages "business as usual"</li> <li>✔ Maintains team and organisational performance through change</li> <li>✔ Supports individual transition</li> </ul>
Thriving Through Transition Employee Module	A half day workshop focusing on building personal resilience and openness to change	Heightens morale and motivation and also enhances self-belief	<ul style="list-style-type: none"> <li>✔ Increased resilience</li> <li>✔ Openness to change</li> <li>✔ Encourages personal responsibility for managing personal reactions to change</li> </ul>
Maximising Performance During Change Manager Module	A challenging conversations style workshop that helps managers to handle difficult discussions in a positive manner	Equips managers with the skills needed to raise performance of underperforming staff during turbulent times	<ul style="list-style-type: none"> <li>✔ Greater awareness of how to maintain individuals performance through a period of change</li> <li>✔ Increased personal capability to analyse and act on performance challenges</li> <li>✔ Confidence builder</li> <li>✔ Opportunity for preparation and practice to conduct challenging conversations</li> </ul>



## Next steps

Successful change is driven from within. Our role is to empower your organisation and people to embrace that challenge, positively and proactively.

For a summary of our transition programmes and pricing, please refer to our Transition Success Service Overview.

To find out more about how Working Transitions can meet your transition needs contact us.

## Website

[www.workingtransitions.com](http://www.workingtransitions.com)

## Telephone

08456 732296

## Email

[info@workingtransitions.com](mailto:info@workingtransitions.com)

"WORKING TRANSITIONS WERE FLEXIBLE AND PERSONABLE IN THEIR APPROACH TO OUR STAFF WHICH WAS A GREAT HELP WITH OUR RESTRUCTURING. WE WOULD USE THEM AGAIN."

**Mark Ospedale, Deputy Director of Human Resources, Action for Children**



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