



**2** COLLABORATE  
EXECUTING COMMON GOALS TOGETHER

**YOU**nite



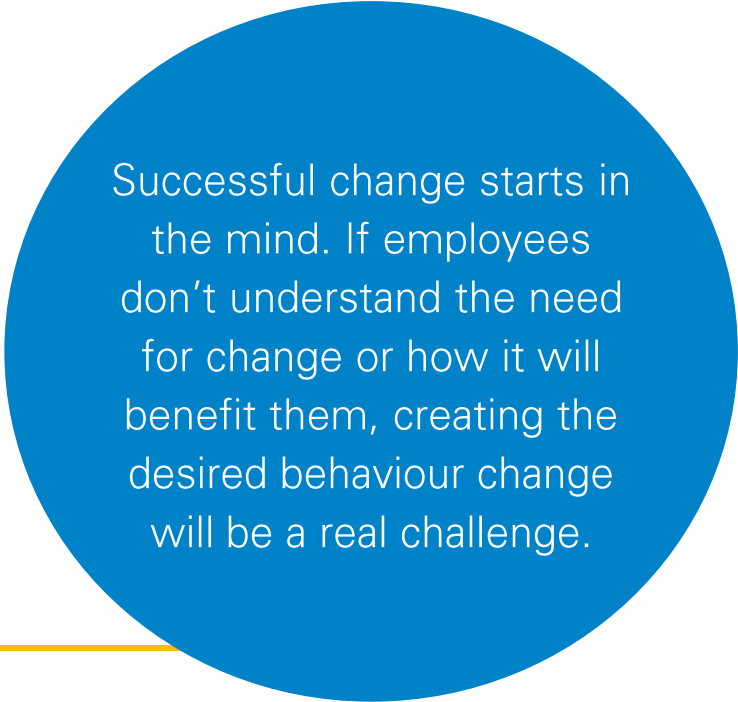
# The reality



In a rapid and ever-changing world, change agility has become one of the most critical success factors for any business. Despite the importance of this

# 70%

of change initiatives fail.



Successful change starts in the mind. If employees don't understand the need for change or how it will benefit them, creating the desired behaviour change will be a real challenge.

- Why is this
- Employees don't believe in what you are trying to achieve
  - Employees don't understand the benefits of adopting new processes, technologies and tools
  - Employees aren't equipped with the tools they need to be successful
  - Leaders aren't equipped to lead change or manage resistance effectively.

# Employee mindset: a key ingredient of change

**YOU**nite is a high-impact engagement and change readiness programme that helps employees make the mental and behavioural shifts required for high-performance. If people don't think differently, they don't do differently. It also equips them with the skills and tools to sustain the momentum.

## It does this by:

- Creating self-confident and empowered individuals
- Creating understanding of the business profit model, value-chain and success drivers
- Highlighting the intertwined destiny of business and labour
- Developing unified direction and alignment to common goals
- Engaging employees in regular goal-setting
- Creating mental and emotional ties to the business
- Enhancing optimism, ownership, collaboration and adaptability.



# YOUnite does this in three key steps



## Mobilise change

Identify and equip change influencers to drive change and create a high-performance culture

- Identify change agents on all levels
- Create a common change language
- Set priorities and develop an action plan
- Set the behaviours and practices that will drive change

2-days



## Build a critical mass of understanding commitment

Align a critical mass of employees to a shared vision, focused on common goals and their intertwined destiny

- The reality
- What do I want?
- What does the business need?
- How do we go forward YOUnited?

2-days



## Enhance behaviour, teamwork and performance through TeamConnect®

Ensure teams talk about work daily in a structured way – reviewing performance and setting goals

- Leaders of teams are introduced and trained in the TeamConnect® methodology, how it works and their roles

2-days

# What makes YOUnite effective?



1. Customised to align to your vision, values and goals
2. Designed for effective engagement and participation of employees from all levels in the organisation
3. Behaviour and culture shifts achieved through innovative change activities
4. A critical mass of people developed as change agents
5. Promotes long-term sustainability
6. Underpinned by TeamConnect®, a proven methodology used by leaders of teams to build the desired culture and ensure execution
7. Serves as an effective employee relations tool, fostering inclusion and labour stability

# YOUnite: programme overview

\*only relevant for key influencers



## Behavioural benefits

- Improved attitude and growth mindset
- Increased trust and commitment
- Enhanced engagement
- Understanding of change and their role
- Strong ownership and accountability
- Active living of the values

## Performance benefits

- Better understanding of business
- Clear and aligned goals
- Uptake of new processes, technologies and tools
- Enhanced execution and follow through
- Increased discretionary effort
- Improved customer service
- Improved employee relations
- Positive impact on key business metrics



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If everyone is moving forward together,  
then success takes care of itself.

~ Henry Ford



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