

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
- o Employees don't understand the benefits of adopting new processes, technologies and tools
- o 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

YOUnite 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
- o Engaging employees in regular goal-setting
- Creating mental and emotional ties to the business
- o 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



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?



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

2-days

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

*only relevant for key influencers

YOUnite: programme overview

Introduction

- Welcome
- Purpose
- Ground rules

The reality

- What is our vision for the business
- What is the current reality?
 - The economy?
 - The business?
 - My own situation?
- An intertwined destiny

What I want as an employee

To be the master of my own life and build prosperity, I need to know:

- My dreams and goals
- What is holding me back
- What I can control
- What I can do differently

What the business needs

Create an understanding of:

- Business principles
- Our business
 - Strategy and direction
 - Profit and performance
 - Value drivers
 - Focus areas and priorities

Monitoring progress*

TeamConnect is used as a vehicle to drive focus on performance and behaviour

Personal commitment

Employees take ownership of and commit to delivering continuous performance

Working together

Unpack the values into behaviours:

- What we expect of leaders
- What we expect of team members
- Develop a mutually agreed standard for behaviour

Take the business forward to take myself forward

- Identifying improvement opportunities:
 - Safety
 - Cost
 - Quality
 - Service

Giving feedback*

Key influencers report back to stakeholders (unions, labour committees, teams and others) to share the programme outcomes and change roadmap

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



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

~ Henry Ford



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