



# 5 reasons people don't get onboard with CHANGE

AND HOW YOU CAN TURN IT AROUND!



# As a leader, you want to...

- ADAPT
- PIVOT
- TRANSFORM BUSINESS OPERATIONS
- ACHIEVE AND GROW

BY ENGAGING YOUR PEOPLE  
BY LIFTING DELIVERY PACE  
BY OPTIMISING INVESTMENT

# As a leader, you know that you'll succeed by...

PEOPLE ACTIVELY AND POSITIVELY GETTING ONBOARD.

So...**what**  
**STOPS** it from  
**succeeding?**



# 1. Lack of understanding

People do not understand or connect with the **purpose and/or urgency** of the change.

- What is the business case?
- What are the risks and opportunities related to this change?

# 2. Lack of involvement

Individuals and teams feel they have not been **involved in creating** the change and/or do not see the value for them.

- How will the change benefit us, our customers, our future, etcetera?

# 3. Lack of support

The **skills, knowledge, ongoing support** and coaching are not easily accessible. Making the change should be made as easy as possible.

# 4. Lack of recognition

Energy that people do invest in the change is not **recognised or reinforced**. Change progress needs to be tracked, success stories celebrated and people acknowledged for their contribution.

# 5. Lack of trust

Personal **change experience**. Where individuals have had a poor change experience in the past, and especially where trust is negatively impacted, people will be less enthusiastic.



# Give your change initiatives the **BEST** chance for success

**Talk to us** about helping your managers lead positive change through our targeted development programme.



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