






## “The building blocks to implementing change successfully”

Often change is desperately needed, but because the managers don't know how to embed it successfully ... they try and force change down people's throats ... and it never takes root.

The only outcomes to this approach are:

-  **Lower productivity ...**
-  **Reduced morale ...**
-  **Higher stress levels and disillusionment ...**
-  **Higher employee turnover ...**
-  **... and a great deal of time and money being wasted**

Leaders need to explain the change in the following way:



**Why are we doing this?**



**Why are we doing this now?**



**Why are we doing this in this way?**

If people don't get the **'why'** ... they won't be interested in the **'how'** or the **'what'**.

Without understanding the **'why'** regarding the change, in a deep and meaningful way, they'll not want it, or stand for it - they'll go out of their way to avoid it, resist it, or even sabotage it!

Winning people's hearts and minds is a prerequisite to any business change journey.

Please don't try and align or engage people before they get the "why" ... if they don't get the "why", it WILL fail.

**Call Sewells TODAY on 01244 681 068 to discover how we can help you create dynamic, high performance culture that you want!**