

Leaders must actively lead change – sponsoring is not enough



- There is a lack of employee ownership: staff don't understand or accept the change and so aren't adopting new behaviour and ways of working
- Sponsors are either not engaged or prepared to lead the change
- People processes, policies and systems aren't aligned to the change to reinforce new behaviours.



Enabling the behavioral change required to deliver business benefits, including 'Vision and case for change', 'Engaging stakeholders', 'Involvement strategies', 'Organizational alignment', 'Sustainable change' and ' Measuring benefit'