

August

Changes are a good thing...

Not all like change and that is because we are creatures of habit. Which can create a stagnant workplace and kill your atmosphere of growth and cultural development.

My company is in full force growing and in order to accommodate this growth we have had to change the way we work. This includes updating existing software, implementing new software, and introducing a new way of thinking. With all this change happening we have learned change management is a program that must be in place while your people are on this journey. Why do I say that? Well we are currently in the middle of everything and have seen all angles of our employees embracing it and those that dread it. We have had to find alternative ways to implement this change to suit everyone.

Developing your workforce by introducing change is the best test you can give them. The employees who embrace the change and start thinking outside the box will become your star players.

HR tip: learn to recognize these players early and provide them a career path within your organization to continuously encourage this behaviour and an example to bring others on board.

A few tips we have learned:

1. Allocating 2 important people: A - The person leading the change must be driving change and B - their passenger, a point person who is the navigator
2. Show your employees the results and how it has bettered your company = buy in
3. Implement the PDCA - Plan, Do, Check, Act to keep on track of all timelines

Want more? Start a conversation through Social Media:

Instagram: [amrita_bhogal](#)

LinkedIn: [amrita bhogal](#)

Amrita Bhogal
Human Resources
Sunrise Kitchens Ltd