

Change Management - The Department of Justice (DoJ)

recently rolled out a large, long anticipated new payroll and HR system effecting 1,000s of DoJ staff. After 3 years of careful and thorough strategic planning, DoJ were ready to



execute and deploy 'the Grand plan' of the new systems. Executives and Management of DoJ were absolutely adamant about ensuring that this will be a great success. Part of the strategy was to ensure that all staff involved would be communicated to an appropriate, effective, efficient and engaging manner throughout the roll out process. Inevitably this was a huge 'Change Management' process and required careful and strategic planning to achieve the desired results. DoJ have highly recognised People and Culture established and ensuring this would be maintained throughout the roll-out, remained paramount.

Vative were one of three service providers asked to tender for a customised Change Management program which was to be facilitated to all the staff involved and affected by the changes. 10 Groups of staff were trained in the new improved IT systems and processes over 3 back-to back days. Half a day was allocated for individuals to learn as much as possible about 'Change'. These sessions was conducted over a 3 month duration.

Vative developed a fully customised Change Management workshop in conjunction with DoJ management. After some refinement the workshop was very much contextualised to what the staff at DoJ were going through and experiencing at the time. The workshop incorporated topics such as : fundamentals of change, how we as humans are affected by change, aspects of DISC behavioural styles and personality types, fun exercises and interactions within the groups to demonstrate the power and effectiveness of awareness of oneself, as well as others, famous and powerful quotes, and understanding deeper levels of the team or department's sense of existence and ultimate purpose .

The workshop proved to be highly successful and left individuals realising key things that they were unaware of prior to attending the workshop. The overall feedback results we are pleased to say, rated very highly. Other positive benefits resulted in participants feeling valued, purposeful, knowing and understanding themselves better, knowing and understanding others better, more knowledge and understanding about trust, and general feelings of ease and acceptance of the 'improved changes' that were currently occurring.