

# Section 1 Introductory Comments - Objectives of Reference Material

- Explain the background to change management (including common management errors, trends, etc)
- To look at the suitability of some frameworks used to handle organisational transition
- To make explicit the ingredients in the framework required to achieve effective organisational transition, ie a road map to create a peak-performance, innovative, agile and robust organisation in a world of constant flux
- To identify/explore some innovative and creative techniques that assist in successfully achieving organisational transition
- To analyse you and your organisation's current capability in meeting the change challenge
- To anticipate and overcome the most common challenges in the organisational transition process
- To address/explore the challenge of implanting the change process permanently in your organisation's culture, such as behavioural changes
- To highlight the importance of leadership, rather than management, in organisational transition
- To identify the strategies available to facilitate empowerment and to reward others for follow-through on any change