

Change Management Plan

Objective:

To implement changes aimed at fostering a conducive innovative environment within the unit.

Implementation Strategy:

1. Communication Enhancement:

- Conduct regular team meetings to encourage idea sharing and collaboration.
- Implement an online platform for sharing ideas and feedback.
- Establish an open-door policy for discussing innovative initiatives.

2. Culture Transformation:

- Launch a campaign to promote a culture of experimentation and risk-taking.
- Organize workshops and training sessions on creativity and innovation.
- Recognize and celebrate successful innovation stories to inspire others.

3. Reward System Implementation:

- Design and implement a reward system to recognize innovative contributions.
- Establish criteria for rewarding innovative ideas, such as impact, feasibility, and scalability.
- Regularly review and adjust the reward system based on feedback and performance.

4. Training and Development:

- Develop customized training programs to enhance employees' innovation skills.
- Provide resources and support for continuous learning and development.
- Encourage participation in external workshops, conferences, and seminars on innovation.

Timeline:

- Communication Enhancement: March 5 - March 19, 2024
- Culture Transformation: March 20 - April 30, 2024
- Reward System Implementation: May 1 - June 30, 2024
- Training and Development: Ongoing

Roles and Responsibilities:

- Philasande Bhani: Project Lead, responsible for overseeing the implementation of the change management plan.

- Themba Zwane: Executive Sponsor, providing support and resources for the initiative.
- Nelisiwe Sibiya: Champion, advocating for innovation and driving change within their respective teams.
- David Bush: Champion, advocating for innovation and driving change within their respective teams.