

Change Management Evolved: The Old Ways Have Failed Us

The world has been going through massive and dramatic transformations and it has been felt in all aspects of daily lives. Our home, our relationships, our health, and our safety, have all been affected. However, one of the largest places that have been impacted is our work. The workforce and nature of work have been slowly evolving for a long time. Technology, expectations of the labor market, environmental sustainability, and automation are just a few examples of the changes we have been dealing with on a steady progression. However, since 2020, things have been pushed from slow and steady, to rushed and imminent. The need to handle change has always been important, but now it is likely the only way some of us will survive.

However, in over 25 years of approaching change management the same way, organizations are only seeing successful organizational change 34% of the time. We are not looking at the full picture when we are approaching change. Our narrow view is costing us time, money, stress, and productivity. This is largely because we are not placing enough focus and effort on changing the most critical part of any organization's transformation – *the people*.

We have become very effective in revising our technology, our process, our procedure; the paperwork. But we do not look at the broader picture that addresses the psychology of change that needs to happen to effectively bring the people along with the same success.

In this 60 minute webinar, we will identify how and why the old approaches to change management are failing us, and provide a simple, yet powerful, way to improve how we approach managing change. This will largely be done through a storytelling approach to make the information practical and relatable.

We will also look to engage conversations and input from the participants and use as many real-life examples to ensure that all information is practical and meaningful to everyone in attendance.

“The greatest danger in times of turbulence is not the turbulence – it is to act with yesterday’s logic.”– Peter Drucker

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