

# **CHANGE MANAGEMENT & BUSINESS TRANSFORMATION** the **QUESTIONS** you need **ANSWERED**

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A pillar of strength at a time of change





# 01. Drivers for Change - Business

What are the drivers for change?

PLEASE ANSWER YES OR NO

		YES	NO
01.	Business strategy unclear or needs revision - especially in the light of Brexit	<input type="radio"/>	<input type="radio"/>
02.	Business proposition / model requires updating	<input type="radio"/>	<input type="radio"/>
03.	Change in marketplace (products, entrants, pricing + need to focus on new export markets etc.)	<input type="radio"/>	<input type="radio"/>
04.	Focus on customer should be improved e.g. to increase exports	<input type="radio"/>	<input type="radio"/>
05.	Considering merger, acquisition, Mgt. Buy Out / Buy In	<input type="radio"/>	<input type="radio"/>
06.	Sales volume and margins under pressure	<input type="radio"/>	<input type="radio"/>
07.	Sales process unclear or disjointed across organisation	<input type="radio"/>	<input type="radio"/>
08.	Health / Safety procedures and measures not satisfactory	<input type="radio"/>	<input type="radio"/>
09.	Regulatory pressures - could be better managed	<input type="radio"/>	<input type="radio"/>
10.	Risks not mitigated effectively	<input type="radio"/>	<input type="radio"/>
11.	Financials causing concern e.g. ROI, EBITDA, Share price, assets, debt etc.	<input type="radio"/>	<input type="radio"/>
12.	Portfolio, programme and project management below optimal	<input type="radio"/>	<input type="radio"/>
13.	Research and new product development unproductive	<input type="radio"/>	<input type="radio"/>
14.	Need for 'systems thinking' across whole business	<input type="radio"/>	<input type="radio"/>
15.	Other - please state	<input type="radio"/>	<input type="radio"/>

PLEASE ADD ANY NOTES YOU FEEL MAY BE HELPFUL

## 02. Drivers for Change - Operations

What are the drivers for change?

PLEASE ANSWER YES OR NO

		YES	NO
01.	Supply chain disjointed / costly	<input type="radio"/>	<input type="radio"/>
02.	Manufacturing operations inefficient / ineffective	<input type="radio"/>	<input type="radio"/>
03.	Business operations to be consolidated or expanded e.g. need for EU based operations or production	<input type="radio"/>	<input type="radio"/>
04.	Business process flow unproductive / ineffective	<input type="radio"/>	<input type="radio"/>
05.	Outsourcing solution or improvement sought	<input type="radio"/>	<input type="radio"/>
06.	Capability of estate unrealised	<input type="radio"/>	<input type="radio"/>
07.	Other - please state	<input type="radio"/>	<input type="radio"/>

PLEASE ADD ANY NOTES YOU FEEL MAY BE HELPFUL

## 03. Drivers for Change - Information Systems

What are the drivers for change?

PLEASE ANSWER YES OR NO

		YES	NO
01.	Enterprise architecture needs revision or redesign	<input type="radio"/>	<input type="radio"/>
02.	Enterprise systems out of date, or need consolidating	<input type="radio"/>	<input type="radio"/>
03.	Business Management System (BMS) undeveloped	<input type="radio"/>	<input type="radio"/>
04.	New systems being rolled out across company require better integration and adoption	<input type="radio"/>	<input type="radio"/>
05.	New technologies require integration and uptake	<input type="radio"/>	<input type="radio"/>
06.	Move to cloud or other outsourcing requirements	<input type="radio"/>	<input type="radio"/>
07.	Systems maintenance could be improved	<input type="radio"/>	<input type="radio"/>
08.	Other - please state	<input type="radio"/>	<input type="radio"/>

PLEASE ADD ANY NOTES YOU FEEL MAY BE HELPFUL

## 04. Drivers for Change - Organisation

What are the drivers for change?

PLEASE ANSWER YES OR NO

		YES	NO
01.	Organisation model across company doesn't effectively support the business or requires redesign - especially in the light of Brexit	<input type="radio"/>	<input type="radio"/>
02.	Governance fails to maximise company potential	<input type="radio"/>	<input type="radio"/>
03.	Competence and training needs not met	<input type="radio"/>	<input type="radio"/>
04.	Staff planning unable to support company growth (due to Brexit or not)	<input type="radio"/>	<input type="radio"/>
05.	Upsizing / Downsizing phase requires assistance	<input type="radio"/>	<input type="radio"/>
06.	Need to integrate merged organisations / businesses	<input type="radio"/>	<input type="radio"/>
07.	Reward and recognition not in line with retention and motivation	<input type="radio"/>	<input type="radio"/>
08.	Company policies not abreast of business needs	<input type="radio"/>	<input type="radio"/>
09.	Managing change low priority	<input type="radio"/>	<input type="radio"/>
10.	Other - please state	<input type="radio"/>	<input type="radio"/>

PLEASE ADD ANY NOTES YOU FEEL MAY BE HELPFUL

## 05. Drivers for Change - People

What are the drivers for change?

PLEASE ANSWER YES OR NO

		YES	NO
01.	Leadership shortfalls - Brexit not factored into vision / direction	<input type="radio"/>	<input type="radio"/>
02.	Staff disengaged and / or not motivated	<input type="radio"/>	<input type="radio"/>
03.	Dysfunctional behaviours across organisation	<input type="radio"/>	<input type="radio"/>
04.	Team work not fostered	<input type="radio"/>	<input type="radio"/>
05.	Need to develop 'learning organisation'	<input type="radio"/>	<input type="radio"/>
06.	Company identity, cohesion, USP, purpose and brand not up to date	<input type="radio"/>	<input type="radio"/>
07.	Joint and collaborative working not established internally or with suppliers	<input type="radio"/>	<input type="radio"/>
08.	Communications not effectively planned and / or delivered	<input type="radio"/>	<input type="radio"/>
09.	Undeveloped culture and / or cultural clashes	<input type="radio"/>	<input type="radio"/>
10.	Creativity not fostered	<input type="radio"/>	<input type="radio"/>
11.	Other - please state	<input type="radio"/>	<input type="radio"/>

PLEASE ADD ANY NOTES YOU FEEL MAY BE HELPFUL

## 06. Drivers for Change - Your Main Issues

What are the drivers for change?

**PLEASE SUMMARISE THE MAIN ISSUES DRIVING CHANGE**




## 07. How Best Can We Help? What Are Priorities?

**PLEASE SUMMARISE YOUR MAIN PRIORITIES**


# GET IN TOUCH

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