

Luminous

Working intimately with People to ensure organisations are more resilient during change

Ask yourself these questions...




- Can you afford a drop in morale and productivity of your people after a major change?
- You've made a major change in your organisation... Can you ensure you have done everything to ensure you don't fail?
- Are you on top of the REAL costs of the change to your organisation?
- Do you KNOW for sure that your A-players are on board with the change?
- Are you on top of all the risks associated with this change? What about the things you don't even know you don't know...

Most companies implementing a major change simply get one of their own people to manage the change. Often, experienced specialist managers do not have the experience or training to know how to manage the change in the best way possible, placing the organisation under incredible risk. You cannot underestimate the risks associated with not managing the people component properly... Are your people ready for the change?

Very few, if any, companies are immune from change these days. More often, however, change is initiated because businesses have to respond to external pressures and constraints as well as internal ones. Whether this change is as a result of a **merger, an acquisition, a massive software implementation** or **redundancy-cycle**. If you know there is a danger of productivity dipping because morale is about to plummet in the face of imposed change, then giving people support is the single best investment you could make to sustain and develop your changing business.

Luminous offers change management and training solutions to help people and organisations become much more effective at managing, implementing and thriving on change. With our unique methodology, tools and training, you can improve your ability to implement organisational change faster, more comprehensively and more sustainably. The result? You improve the performance of your organisation by building a set of sustainable change management capabilities.

Features		Benefits
Rapid commencement – an expert team can be on board within days, and with the minimum of recruitment or termination formalities	▶	Saving you time
Rapid results – our team has seen many situations at play and as a result they can 'hit the ground running' working on delivering some quick wins within a couple of days	▶	Saving you money and guaranteeing results and success in a short space of time
To transfer a huge amount of skill and expertise to an internal team	▶	Giving you results long after the project is completed, saving you money and maximizing the investment you made
To bring more perspective and objectivity to monitor the results	▶	An impartial facilitator to ensure results are produced and issues are resolved with minimal collateral damage
To drive through major change that can often be a sensitive issue – often best handled by people outside the organisation	▶	Leaves your internal team focused on what they are good at: doing great work versus playing change management political ping pong
The imposed discipline of a change process to achieve desired results	▶	A process is followed to ensure rigour and success, saving you time and money

Features		Benefits
Effective leadership to carry the changes through		Giving you peace of mind
You never pay more than the agreed price		Can budget in advance and manage the costs of the change
You don't need to pay consultants ad finitum. Your team will be coached and fully trained to get on with implementing the change in the quickest time possible - no retainers, no employees, no hassles		Saving you money