



# Change Management

As defined by Wikipedia “Change management is a structured approach to shifting/transitioning individuals, teams, and organisations from a current state to a desired future state. It is an organisational process aimed at empowering employees to accept and embrace changes in their current business environment.”

Rarely is Change Management best managed by existing managers as they struggle to keep up to date with current responsibilities and the new challenge.

LOCS introduces into the organisation skills specific to the change management program and the experience of having managed similar change.

LOCS experience encompasses;

- Strategic changes
- Operational changes (including Structural changes)
- Technological changes
- Changing the attitudes and behaviors of personnel

LOCS Change Management Plan incorporates several elements of our services structure being;

- Strategic Review to determine the need to change and the organisations capability to accept and move with change
- Marketing communications review
- Performance Review, financial and human assets
- Crisis management plan
- Internal change communications plan
- Skills review and training plan
- Define measurable agreed goals
- Cost Benefit.

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