

Angles of Organisational Change Impact and Proactive Steps to Manage it Effectively

The goal of organisational change is to successfully implement new strategies and minimise negative outcomes. However, it is critical to recognise the inevitable psychological impact.



What is the level of impact?



ORGANISATION & LEADERSHIP

- Decreased engagement across the organisation
- Decreased leadership effectiveness
- Dip in revenue and bottom-line



TEAM DYNAMICS

- Disruption to workflow due to staff movement or turnover
- Decreased productivity and morale and performance



INDIVIDUAL

- Increased feelings of uncertainty and helplessness
- Increased worry and stress
- Loss of autonomy or competence
- Increase signs and symptoms of compromised mental health

How to prevent psychological injury and promote positive mental health

LEADERSHIP PROACTIVE ACTIONS

What is considered best practice?

- **Identify physical and psychological risks** and **take action** to eliminate or minimise risks
- **Boost trust** through transparency: explain why, what you know, and what you don't know
- **Enhance buy-in** by meaningfully consulting staff, communicating opportunities and acknowledging losses
- **Genuinely listen** to feedback and concerns
- **Measure psychological impact** and monitor adoption of changes

INDIVIDUAL PROACTIVE ACTIONS

What can I do to protect my resources?

- Discover your **core values** to maintain purpose and self-identity during change
- **Stay connected** to close relationships
- Focus on what you have **control** over
- Focus on **facts**, not fiction or rumours
- Take stock of negative self-talk and develop **realistic and helpful thoughts**
- Learn a new **relaxation technique** such as mindfulness, deep breathing, or progressive muscle relaxation
- Maintain healthy practices in sleeping, eating and physical exercises
- Reach out to your **Employee Assistance Program** provider for professional and confidential support

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