

Change Management Programme

(A description of LCP's services in this field)

A proven methodology for implementing successful change through the application of a clear roadmap and tools and techniques to apply along the roads to success.

The Roadmap

Based on the need to gain hearts and minds of everyone involved in the changes. Our culture demands involvement in the change process and is achieved through application of our proven but simple roadmap for change.

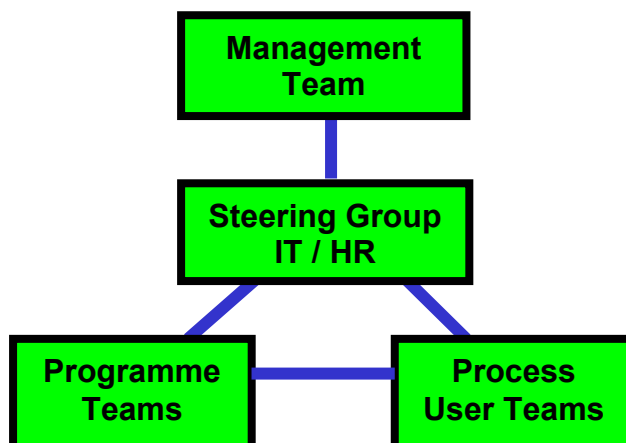
STEP ONE: Define and agree the need for change – why?

STEP TWO: Analyse what needs to be changed.

STEP THREE: Implement the changes.

At each step, we have tools and techniques to ensure agreement, consensus and a team structure, which involves 100% of people involved in the changes.

Organising for Change – The Team Structure



Management Team - Lead the change process by setting the aims and objectives and communicating to the staff and elected members

Steering Group - Co-ordination team for the modernisation and IEG programme

Programme Team(s) - Selected teams specific to each of the re-engineering projects chosen for their enthusiasm and knowledge. They need to be champions of change

Process User Teams - The functional teams responsible for implementing and operating successfully the new improved services.

Tailoring

Our programme recognises the need to tailor change programmes using our proven methodology and toolkits. We like to work with a steering group to achieve this and to ensure we support the top team in the early stages to ensure full management commitment to the change programme.

Sample Clients and References

Bracknell Forest BC

Basingstoke & Deane BC

Cheltenham BC

Chesterfield BC

Cotswold DC

Forest of Dean DC

Gloucester City C

Gloucestershire CC

SOCITM

Stroud DC

Tewkesbury BC

Warwickshire CC

Worcestershire CC