# MARUMO & LEHUMO CHANGE MANAGEMENT STRATEGIES

According to research done in South Africa, the average modern business has undergone five major firm-wide changes in the last three years. Change is the only constant, explaining why change management is vital for every business. Unfortunately, most companies struggle when it comes to big organizational shifts

Effective Change Management

- Effective change management can increase employee engagement and reduce frustration with your operational and technology changes.
- It guarantees employees' feedback and time is respected.
- It minimizes the costs and risks of change.
- It optimizes project management and improves projects' returns on investment.
- It builds consistency and efficiency in handling change as your organization scales up.

## 10 Key Point of Effective Change Management in a Business

1. Clear communication
2. Leadership commitment and support
3. Employee involvement and engagement
4. Training and development
5. Change readiness and resilience
6. Continuous monitoring and evaluation
7. Change champion and role model
8. Flexibility and adaptation
9. Managing resistance
10. Celebrating milestone

Any change management initiative requires clear and consistent communication across the business, while your team may use several different communication channels, one tactic that can help is using a knowledge management platform to centralize updates and information about the change. This information should be displayed prominently in the platform (e.g., pinned on the homepage) so that it stays top of mind with your employees and shows that your organization values transparency. It could also be pushed out through notifications (both in the platform and over emails)