

Change Programs

BUSINESS IMPROVEMENT

Thinkahead is committed in partnering with organisations to effectively manage the 'human aspects' of a change process and ensure the organisation's psychological wellbeing. Our Change Management and Outplacement Programs are flexible and allow Thinkahead to be as involved in the process as management determines. Our programs are designed to facilitate the change process to maximise outcomes for ALL parties (management, retained staff and out-sourced staff).

The Change Management and Outplacement Program comprises of six phases which can be utilised independently or as a whole.

PHASE 1 CONSULTANCY AND PROGRAM DESIGN

- Thinkahead consultants will complete a 'needs analysis with senior management in order to ensure that a comprehensive and effective package of services is designed to meet the specific needs of the organisation
- Expert advice is given in the area of organisational restructures and how the 'human aspects' of the change process could best be managed
- Development of a strategic plan to support the staff through the change, restructure and/or redundancies

PHASE 2 ON SITE SUPPORT SERVICE

- Psychologists are on site at the time of the restructure announcements
- Briefing sessions are conducted to inform staff of the experiences they may have in response to the change or restructure
- Communication of support services is made available to staff and which options may be more relevant to their individual needs
- On site counselling is offered to those staff that need to talk to a psychologist regarding the announcement

PHASE 3 CHANGE MANAGEMENT WORKSHOPS

The change management workshops focus on three elements:

- Seminars for managers to equip them with change management strategies for self and others
- Seminars for staff remaining in employment
- Seminars for staff leaving the organisation



THINKAHEAD

We Specialise in

PSYCHOLOGICAL SERVICES

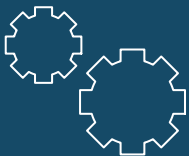
CORPORATE TRAINING

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CONSULTING SERVICES



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PHASE 4 INDIVIDUAL OUTPLACEMENT SUPPORT

The Outplacement Program has been strategically developed to provide screening, needs analysis, personal development and employment placement preparation.

The Outplacement Program provides participants with the opportunity to consult with a psychologist and apply their problem solving and decision making skills to effectively manage their personal wellbeing, career, work performance, professional skill-set and quality of life.

Thinkahead's professional counsellors have been trained to address both the practical and psychological needs during the time of transition. Vocational Guidance Counselling can assist in the following ways:

- Assist individuals in establishing their career aspirations and provide them with guidance and support as to how to achieve their goals. The consultations are aimed to assess the individual's needs and aspirations, identify their strength and weaknesses and ascertain the skills and experiences they have gained throughout their working career. Transferable skills are identified and strategies provided that enable the individual to make an informed decision about their career prospects.
- Assist in coping with intense emotions and loss of self worth following retrenchment.
- Professional advice on job hunting strategy and self marketing techniques.

PHASE 5 FOLLOW-UP SUPPORT

- Individual counselling sessions for staff continuing in employment
- Individual professional development consultations for staff leaving
- Management follow-up support for managing the change impact
- Group follow-up for re-establishing team structure and systems

PHASE 6 EVALUATION AND FEEDBACK

- Evaluation of the Change Management and Outplacement Program through confidential surveys for staff and management
- Debriefing session for management at the completion of the change and restructure process (evaluation of the process can take place verbally through this session)
- Feedback to management regarding the Change Management and Outplacement Program and the restructure process, including identification of issues to address for the future and recommendations aimed at developing 'organisational wellbeing'

FOR MORE INFORMATION ON HOW WE CAN ADD VALUE TO YOUR ORGANISATION, PLEASE CONTACT US.

improving your business
improving your people

“The psychological and emotional wellbeing of employees is extremely important to us. Thinkahead's change management programs have been extremely well received. Thinkahead worked with our managers to ascertain the extent of issues and presented practical and effective solutions to these.”

HR Director
Baxter Health
Care



CONTACT US TODAY

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