

Adapting to change is a critical factor in the survival of most organisations.

No company wants to see competitors move past them, report losses to shareholders or watch loyal and well-trained staff leave.

Yet many organisations simply fail to recognise the need for change or, if they do, they are unable to manage it effectively.

EDN has an excellent track record in helping clients develop and implement work-change strategies for the long-term.

We tailor an approach that goes beyond mere survival and ensures that you not only meet the challenges, but also are in a position to thrive in a changing business environment.

We turn change into a positive force.

Our approach

EDN works closely with clients to understand their specific requirements and workforce dynamics before developing a change management strategy.

Change management must be sustainable and must involve continuous processes that embrace visionary, strategic, business, operational and people planning.

It's imperative that organisations harness the skills and energy of managers and staff, and that they integrate and align the planning and business processes with the people.

A key element of EDN's Sustainable Change Management program is our ability to draw all the elements together, while at the same time taking into account the normal and predictable reactions of people as the change progresses.

We work with you to:

Recognise change pressures.

Achieve the appropriate business vision and direction.

Harness the strength and skills of your managers and staff.

Identifying deficiencies

Achieving sustainable change begins with a clear understanding of the current state of the organisation, followed by the implementation of appropriate and targeted strategies.

EDN has developed an organisational diagnostic tool that identifies any deficiencies so that priority areas for the development of sustainable change practices can be targeted.

The outputs from these steps include:

Setting key success and performance indicators.

Developing strategies at various levels.

Aligning beliefs and values of the organisation with its vision and strategies.

Establishing performance management processes.

Achieving change programs on time and within budget.

Benefits of change management

While change is an ongoing process, the benefits flowing from EDN's Sustainable Change Management program become evident very quickly. Our clients consistently report:

Good staff morale and better industrial relations.

Commitment from employees to upskilling.

Significant improvements in safety.

Achieving best practice benchmarks.

Improved environmental record.

Increased productivity and improvements to the overall profit.

"It is not necessary to change – survival is not mandatory."

American statistician
W Edwards Deming

About EDN

EDN is a group of multi-disciplinary professional consultants currently undertaking projects for organisations throughout Australia, Asia, New Zealand, Europe, Africa and the United States.

Our company works with leaders, managers and staff to develop the discipline, innovation and flexibility to continually adapt and improve work processes so you become more competitive.

EDN has offices in Sydney and Adelaide, Australia; Houston, US; and Aberdeen, Scotland; however, our consultants work anywhere in the world.

We come to you to provide tailored solutions and build long-term partnerships to help you achieve your strategic and business goals.

Our other programs include:

Strategic and Business Planning

Leadership Development

HSE Leadership Development

Achieving Sustainable Change in Safety Performance

Coach the Coach

Getting Return from Job Safety Analysis

Leading and Developing High Performance Work Teams

Conducting Effective Safety Conversations

These programs can either be fully implemented by EDN or provided as training solutions for companies to deliver their own courses.

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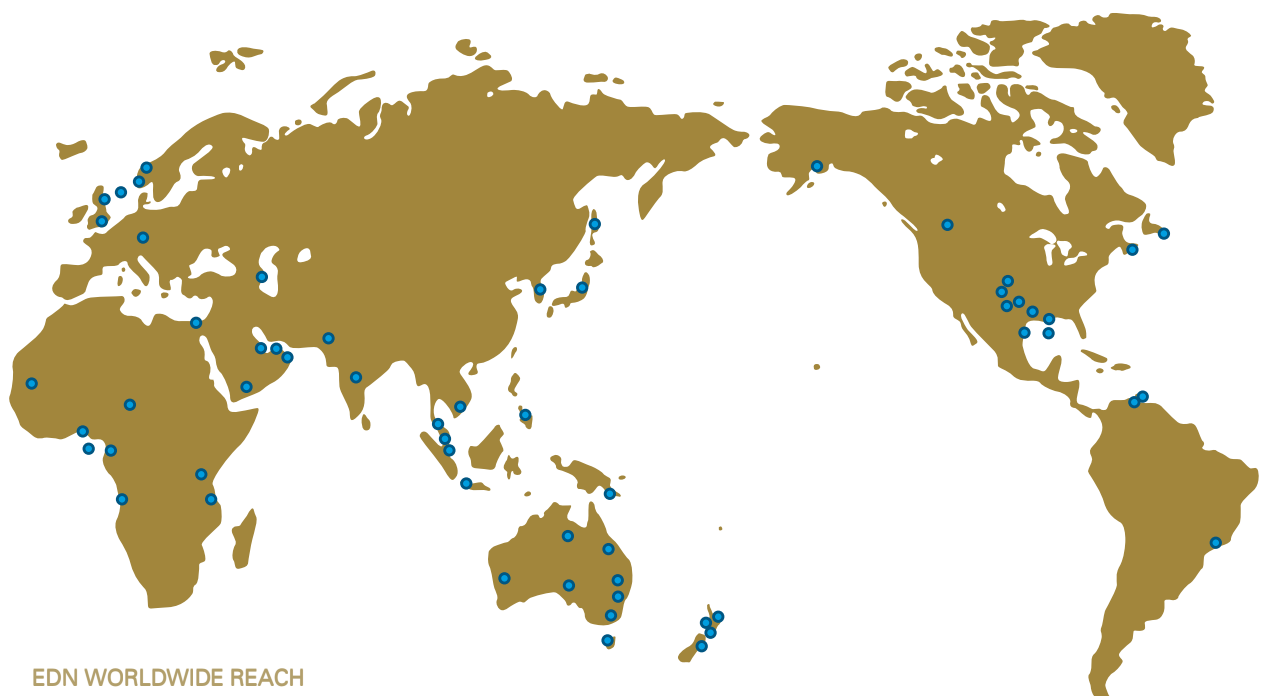
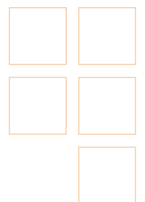
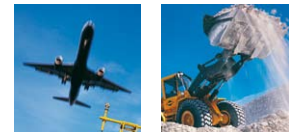
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