

“ Our three phase approach to change leadership reflects the Ergo Methodology that underpins all of our engagements. U.T.E—Understand, Transform, Empower. UTE places us in the shoes of our clients and escalates buy-in for change every step of the way. Ergo also has a suite of change leadership products to draw upon depending on the clients need and their journey. ”

# Change Leadership



## Ergo's take on Change Leadership

In today's fast moving economy organisations must be agile without losing delivery capability. Leading change is increasingly a core competency of effective leadership.

Change leadership is more than large scale projects. To Ergo, organisational leadership is about more than boardroom and executive strategy. Change is natural and relentless. Aligning that change with organisational imperatives is what disciplined change leadership is all about.

Understanding how to support, guide, collaborate, sense and lead others is crucial. It helps you retain your talent, creates compasses within your organisation and provides an opportunity to clarify and instill the kind of culture your organisation wants to have. Organisations don't transform, people do.

## What would it mean for my organisation to get involved with Ergo? What type of engagement would it be?

Ergo works with organisational leaders to support, coach or deliver workshops in the context of organisational change. Our approach includes:

- Designing a change process
- Being an extra brain and additional hands
- Acting as an independent sounding board
- Resourcing materials, ideas and solutions
- Designing and/or facilitating workshops and meetings
- Recruiting stakeholder buy-in
- Leadership coaching
- Communications planning and management

## Why Ergo for change leadership? Why is Ergo relevant in today's climate?

What is often easily overlooked is that change is a natural process, not an unnatural process. The movement of sustainability is resurging knowledge that shows us how an organic view can be applied to many systems including social networks, organisations and systematic change. Real change, not gloss.

Emerging leadership requirements for an organisation today share similarities to the collective pattern among the wider umbrella of sustainability such as:

- Decentralised leadership
- Non-heirarchical organisational patterns
- Diversity
- Collaboration skills
- Innovation skills

## Ask Yourself:

What organisational changes will lever the most significant strategic outcomes?

Who is accountable to facilitate these changes?

What support do they need?