

Safety & Training Change

Skilled Source

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DEVOTED TO YOUR SAFETY.



A monthly resource for members of IMEA's Safety, Education & Training program.

Preparing Your Staff for Organizational Change

6 Steps to Effective Organizational Change Management

Clearly define the change and align it to business goals.

It might seem obvious but many organizations miss this first vital step. It's one thing to articulate the change required and entirely another to conduct a critical review against organizational objectives and performance goals to ensure the change will carry your business in the right direction strategically, financially, and ethically. This step can also assist you to determine the value of the change, which will quantify the effort and inputs you should invest.

Key questions:

What do we need to change?
Why is this change required?

Determine impacts and those affected.

Once you know exactly what you wish to achieve and why, you should then determine the impacts of the change at various organizational levels. Review the effect on each business unit and how it cascades through the organizational structure to the individual. This information will start to form the blueprint for where training and support is needed the most to mitigate the impacts.

Key questions:

What are the impacts of the change?
Who will the change affect the most?
How will the change be received?

The Desk of

Duane Richardson

Embrace change as an opportunity

Get out in front of change and make it a team effort. Very few of us in the electric utility industry wear one hat and to be successful at that we have to embrace change. Like it or not we are all; by human nature, creatures of habit which means we subconsciously resist change.

Change is not an event; it is a process. It's important to recognize that your role is to support individuals through the transition and remove obstacles that can hinder a smooth transition. A change in an employees work environment – will create a period of uncertainty, stress, and anxiety while they adjust. A clear understanding of what organizational change is, and what to expect when dealing with it, can shorten the period of adjustment so you can get back on track sooner.

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IMEA CALENDAR

July

- 23-25 IMEA Top Out Test
(Class # 040615 / #102615)
(Lawrenceburg)
- 30 *Supervisor Safety Series*
Session Two: NESC / NFPA
(Lawrenceburg)

August

- 9 *Supervisor Development Series*
Session Two: Motivation and Communication
(Lawrenceburg)
- 19-23 IMEA 613 Advanced
Construction and
Maintenance Workshop
(Class # 041816 /
101716)
(Lebanon)



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