

Inspiring Leadership & Change – The Business Case

Change will never be so slow again! The international average organisation has experienced 5 major changes in the past three years. Although people are both capable of and willing to change; only 26 % of employees can effectively implement change. Common mistakes in leading change can be avoided!

The Challenge:

- 95 % of employees do not understand their company's strategic goals ¹
- 66 % of changes fail or do not deliver expected results ²
- 86 % of the workforce is partly disengaged ³
- And more challenging: the so called HiPo's are particularly hit after the recession ⁴
- The average organisation loose about 1 mill \$ a year because of less than optimal leadership ⁵

¹ Kaplan & Norton, "The balanced scorecard"

² CEB, 2016

³ Towers Perrin, 2005 Global Workforce Study

⁴ CEB, 2010

⁵ Ken Blanchard, 2009

The Opportunity:

- You can be among the 34 % who succeed with change, and doing it with correct employee involvement the probability of change success increases another 24 % ¹
- The employee engagement can increase as much as 38 % ¹
- The growth rate for companies with high 'human capital management scores' are between 60 % and 130 % higher than for those with low scores ²
- Crafting the change messages the right way will massively improve the organisation's change readiness ³

...so, we know it can make a huge difference!

¹ CEB, 2016

² Bassi & McMurrer, 2007

³ Armenakis & Harris, 2002