



**MEUUS** has been many years in the making and has been driven by the desire of Janice & Bev to look at the entire impact of change on an organisation. Janice & Bev have a wealth of knowledge in change programs, having been involved in a multitude of change projects that have been rolled out across many industries.

We focus on the entire change process where people matter in change.

**ME U US**—that is our focus. We look at all three components in an organisational change.

**ME** How do we upskill the individual and get them engaged in the change

**U** What training, guides and templates can the teams use to ensure a successful change occurs

**US** How do we create an organisation that embraces change. We focus on Leadership, Business Readiness, Organisational Structure etc.

**People matter in change**

### ME change capability for individuals

It is said that organisations don't change – people do. Change is omnipresent — it is everywhere, in all aspects of our lives. How do we create an environment where organisations and employees embrace and grow with it?

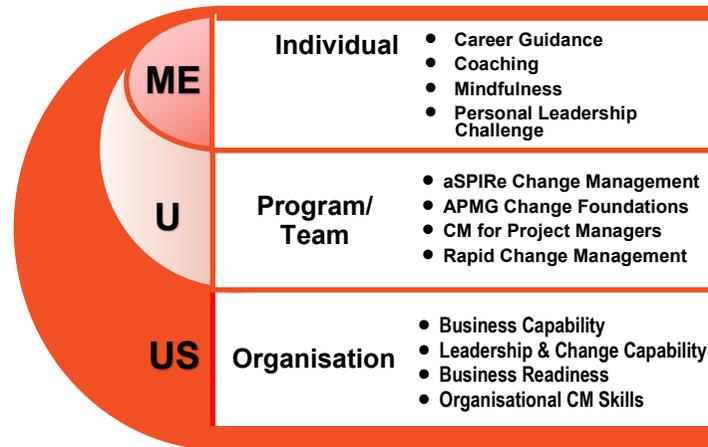
**MEUUS** can assist you build the framework for sustainable change through individual education, change toolkits and coaching to deliver personal and professional results.

### U change capability for your projects

Statistics show that 70% of all projects fail to achieve their expected outcomes. They tend to exceed budgets and are late in implementation and often don't achieve their predicted efficiency gains. Organisations may find themselves with the same number of employees or more post project implementation. **MEUUS** can help you develop your inhouse change management skills to prevent this or provide you with trained change management professionals to guide you through your change.

### US change capability for organisations

Organisational change management aligns groups' expectations, considers the impact of a change as a whole, integrates teams, and manages employee-training. **MEUUS** considers performance metrics, financial results, operational efficiency, leadership commitment, communication effectiveness and the perceived need for change in order to design appropriate strategies, resolve troubled change projects and avoid change failures.



### CMAAS

#### (Change Management As A Service)

1. **Self Service Model** —provides templates and guides on CM
2. **Semi-Supported Model**—provides templates and guides on CM and access to on-line help and mentoring
3. **Fully-Supported Model** - provides tailored CM plan and assistance in implementing the plan

<b>A</b>	Assess
<b>S</b>	Strategise
<b>P</b>	Plan
<b>I</b>	Implement
<b>R</b>	Readiness
<b>E</b>	Embed

Using the above model we will show you how to build a holistic Change Management process that will ensure your change is embedded in your organisation and delivers the efficiencies and cost savings that you desire.

**MEUUS** will deliver a tailored Change Management process that provides an end to end solution. It will incorporate all aspects of change from strategy, impact assessment and business readiness assessment to communication and implementation.

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## Change Management Academy

The ability to pull together educational programs on Change Management from a wealth of experienced practitioners. The Change Management Academy will be the one stop shop to upskill your organisation in anything to do with Change. The Academy will focus on delivering courses in

- APMG Change Management coursework
- LEAN Change Management
- Cultural Development
- Process Mapping
- Career Mapping
- Leadership Skills
- Team Skills
- Communication Skills

### aSPIRe

Get upskilled in our **aSPIRe** Change Management model so you can embed your change in your organisation more effectively.

The **aSPIRe** model will provide you with a structured approach on implementing and embedding your change.

Courses dates 11—13 February 2019 & 6—8 May 2019

## Lean Change Management

As innovation and disruption continue to increase more and more organisations are looking how to change faster in order to remain competitive. Many of these organisations are looking at Agile to do that but tend to use outdated change management approaches that are not equipped to manage fast-paced change.

This 2 day workshop is designed to show you how to use Agile and Lean techniques to facilitate change. Lean Change Management is a modern approach that takes ideas from Lean Startup, Agile, organisational development and change management in order to help you figure out the best approach to the change you're faced with.

You'll learn what Agile is and how to apply Agile thinking to your change programs, as well as many good practices and light-weight planning and exploration tools for getting your change off the ground and headed in the right direction.

Cost \$1,995 +GST

Contact MEUUS for course dates and booking information.



## Change Management Practitioners & Foundation Course

**Foundation** course is designed to provide you with the skills and techniques you need to successfully manage change in a business environment. The training is presented as a blend of Change Management theory and practical examples. You'll learn about the dynamics of change at the individual, team and organisational level. You'll also learn practical Change Management skills for facilitating change, and be able to plan for and manage a change process. At the end of the 3rd day is an exam to ensure you have grasped the concepts of the course.

### Objectives

Change Management can be thought of as the link between deliverables and benefits. Unless deliverables are used and used well, the benefits will not be achievable.

Successful change is about getting the people to be "ready, willing and able" to use the deliverables.

### Change Management Foundation Course

Course dates 20—22 May 2019

3 days, Practical and Theory. Extra practical material is included in this course costs  
Introductory price of \$1,795 +GST

Gain a deeper knowledge and understanding of the principles around how to implement and manage change in an organisation. This course goes beyond the standard syllabus and includes a lot of material that you won't find in similar courses.

### Change Management Practitioner Course

Course dates 11—12 March 2019 & 10—11 June 2019

2 days, Practical and Theory. Extra practical material is included in this courses  
Introductory price of \$1,295 +GST  
Combined with the Foundation \$2,695 +GST