



# People & Culture change programmes

Through our consultancy services, we frequently observe common pitfalls that organisations encounter when implementing people change programs, whether it's aimed at improving staff culture, reducing turnover, fostering inclusion, or enhancing overall health and well-being.

Often, if these pitfalls are not identified early in the process, they can result in a significant waste of resources with little to no impact to show.

This guide is designed to help you navigate your people change initiatives with greater confidence, enabling you to build a more sustainable and impactful programme.

## 1 Perceived v/s Real Challenges

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Dive deeper into understanding the 'real' challenges v/s those that are 'perceived' and more visible.

## 2 Define your Purpose

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Clearly articulate your 'why' for designing and delivering any people change plans.

## 3 Include Voices

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Involve those who are going to be impacted by this change, let them have a say and at the same time set realistic expectations.

## 4 Investment and Timelines

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Define your investment in terms of time, management engagement, financial resources. Set realistic timelines.

## 5 Buy-in

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It is extremely important for the leadership team to be invested in the programme and its intent.

## 6 Metrics of Success

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Define what you hope to achieve by the end of the programme- for example- reduction in staff turnover by 25%

## 7 Agility

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Review your metrics of success and timelines to ensure the programme is delivered at a steady pace and has room for adaption.

## 8 Consistent Communication

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Keep all stakeholders engaged and informed through out the entire process.

## 9 Integration

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Successful implementation of any people change programme requires alignment of all systems, processes, and policies to the proposed change.



Thank you!

Contact us if there are any questions.

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