

Integrated Change

There are 4 approaches to change which either focus on enabling key people to change or on changing the organisation / system.

Personal Change:

1. Personal Values (Internal)

Focus on the inner personal development of people and awareness of leaders.

2. Individual Behaviour (External)

Develop people's skills and coach leaders to achieve peak performance

Organisational Change:

3. Cultural Values (Internal)

Create shared meaningful purpose, vision, values, stories and symbols.

4. Organisational Processes / Structures (External)

Design effective systems, processes, policies, structures and technologies.

Effective Change:

Effective change requires an integrated approach which combines Whole Person development with Whole System organisational development / change.



Integrated Change

Integrated Whole Person – Whole System change requires 4 forms of alignment:

1. Personal Alignment

Between personal values and words, actions and behaviour – being authentic or walking the talk. This is particularly important for leaders.

2. Values Alignment

Between personal values and the cultural values experienced in the organisation. This is the foundation of employee engagement and customer collaboration.

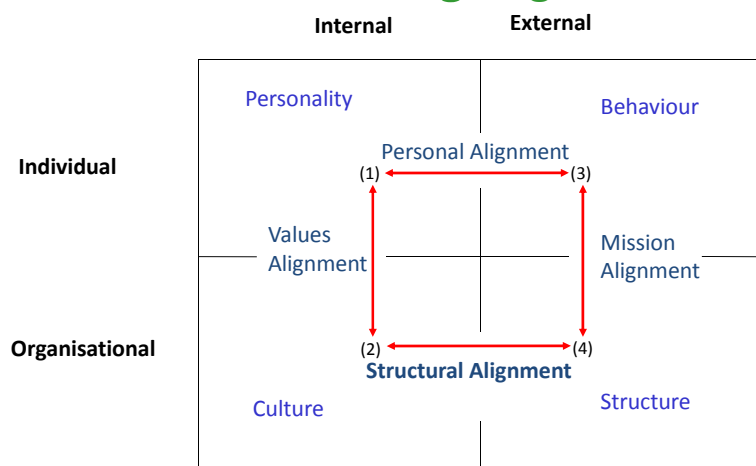
3. Mission Alignment

Between individual's behaviour / sense of purpose and the organisation's purpose or its mission. This enables people to commit to the organisation's tasks and activities

3. Structural Alignment

Between the cultural values experienced and the organisation's actions, structures, systems, processes or policies used to fulfil the vision or mission.

Creating Alignment



Integration International © 2008

Assessment:

The first step to developing Whole Person Whole System alignment is assess current levels of alignment to identify what needs to be done to enhance alignment and to address any blocks to developing your people and organisation to more effectively realise your vision.