



WHAT NEXT?

EBUNOLUWA OWOLABI MCIPM.

WHERE ARE WE GOING?

A man was travelling and stopped at an intersection. He asked the elderly woman, “where does this road lead me?”

The elderly woman asked “where are you going?”

The man replied, “I don’t know”

Then take any road says the elderly woman. What difference will it make?



The Great thing in this world is not so much where we are, but where we are going-
Oliver Wendell Holmes-jnr.

ORGANISATIONAL & NATIONAL TRANSFORMATION

What must we do differently to drive Organizational & National Transformation?



EFFECTIVE CHANGE MGT IN THE FACE OF ORGANISATIONAL & NATIONAL TRANSFORMATION.

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LEADING PEOPLE; GROWING NATIONS



Awareness of the need for change.

Desire to support the change.

Knowledge of how to change.

Ability to demonstrate skills and behaviours.

Reinforcement to make the change stick

There can't be successful organizational & National transformation without effective change management!

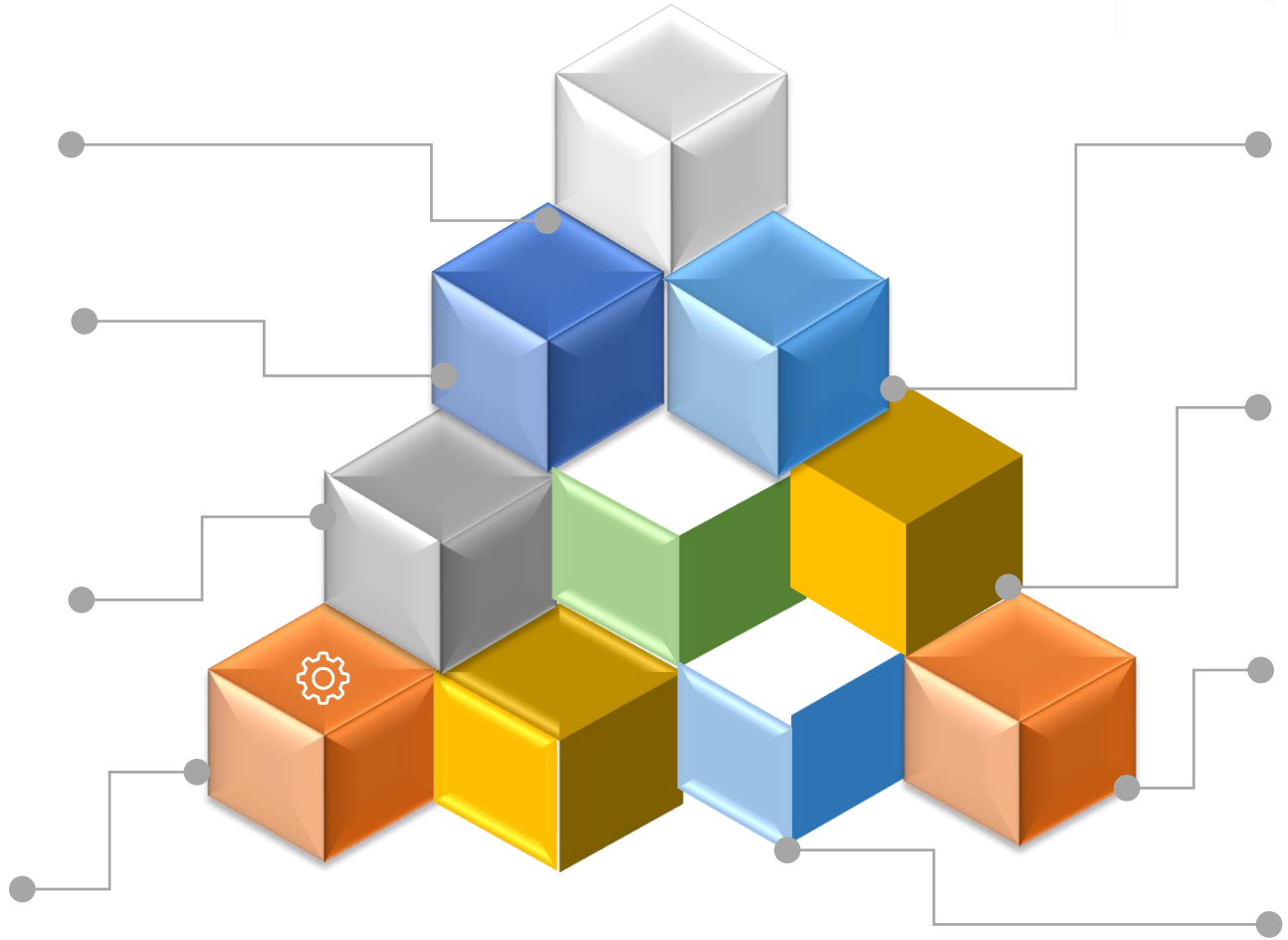
REQUIREMENTS FOR A SUCCESSFUL ORGANISATIONAL & NATIONAL TRANSFORMATION.....

Commitment from Leadership

Consensus and Commitment from key stakeholders

A Learner Mindset

A clear Vision



Clarity on current and desired situation & goals

Continuous Communication

Consistency

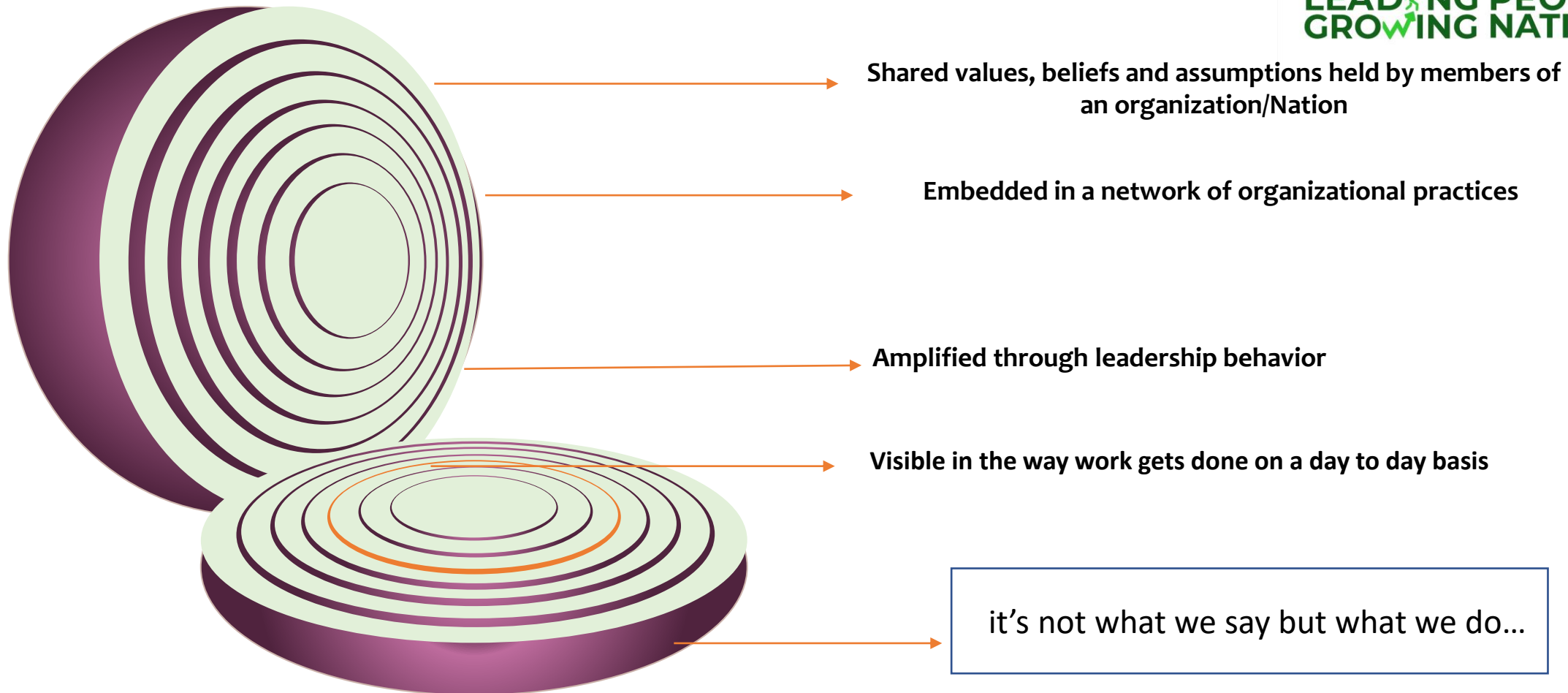
Keep Moving!!!!

THE ROLE OF LEADERSHIP IN DRIVING EFFECTIVE ORGANISATIONAL AND NATIONAL TRANSFORMATION.



- Recognize the imperative to both lead change and manage cultural transformation.
- Invest in key managers to develop the mindset, skillset, and tools to be effective leaders of change.
- Reframe the transformation message and pitch it in a way that engages team members, direct reports, senior leaders, and system-wide change agents.
- listen to the concerns of those close to the front lines as their insights and experience are critical to execution success.
- Walk the talk.
- Everything begins and ends with leadership-John C . Maxwell.

CULTURE AS A CATALYST TO ORGANISATIONAL & NATIONAL TRANSFORMATION



It's about an adaptive culture, ensuring everyone embraces a "learner mindset", and leadership being intentional about organizational & National learning so that no one is "left behind", in the transformational journey.

WE CAN'T STOP PAYING ATTENTION TO TALENT MANAGEMENT



Aligning Work to Future value .

- Re-design jobs and move people to where future value can be created.

Curating the work experience.

- Make work simple, intuitive and digitally enabled to help employees grow and thrive.

Building Brand Resonance

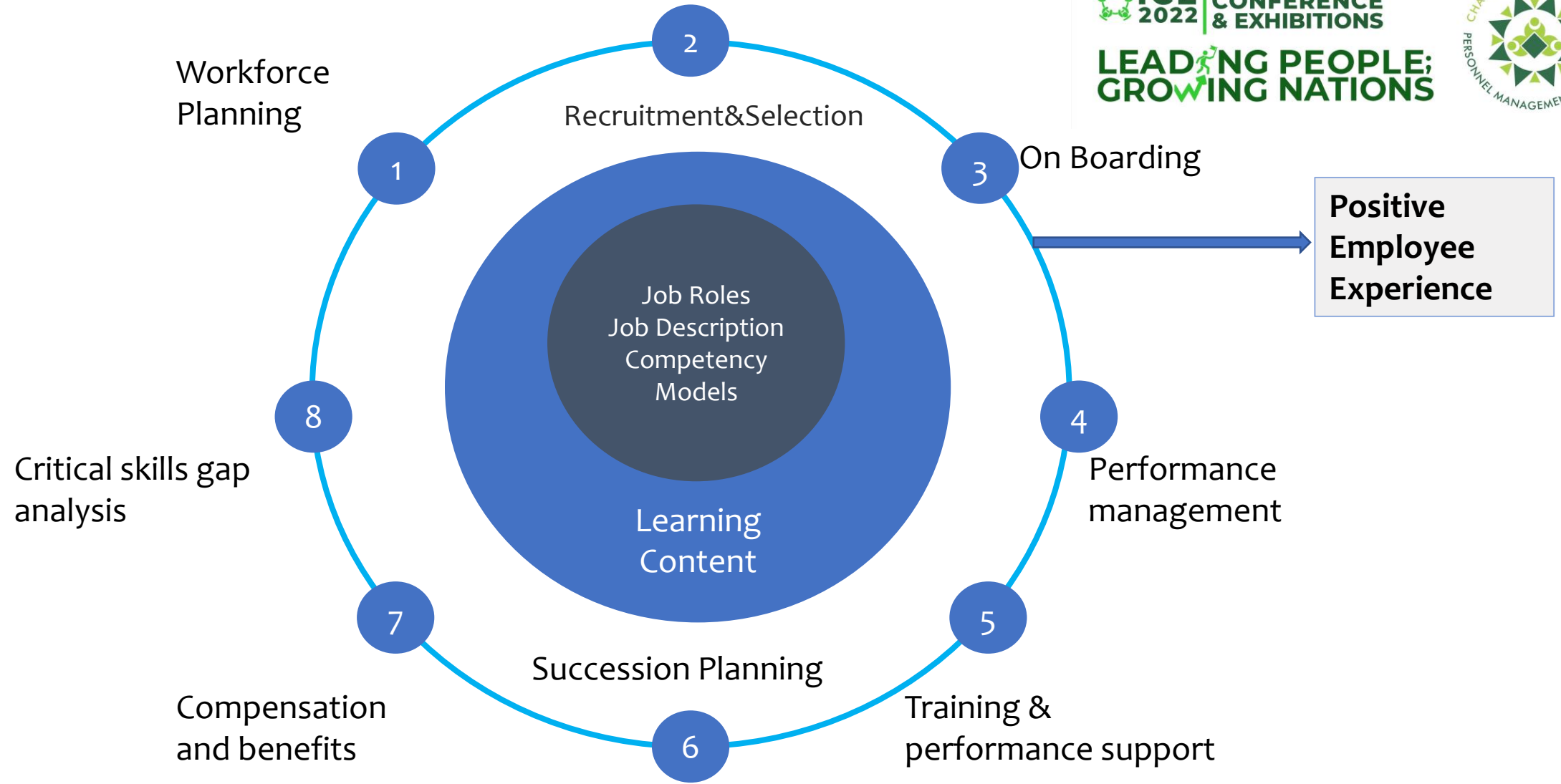
- Create a brand proposition that attracts the kind of talent you want .

Deliver Talent led change

- Inspire a growth mindset by redesigning structures, workflows and talent strategies around your employees.

Source: Mercer 2019 Global Workforce Trends Report

OUR TABLE STAKES STILL MATTER AS HR PROFESSIONALS.



CONCLUDING THOUGHTS..



The Train is moving!!! Enter with your CHANGE!!!!!!

“If you have to eat a frog, don’t look at it for too long.”
Mark Twain.



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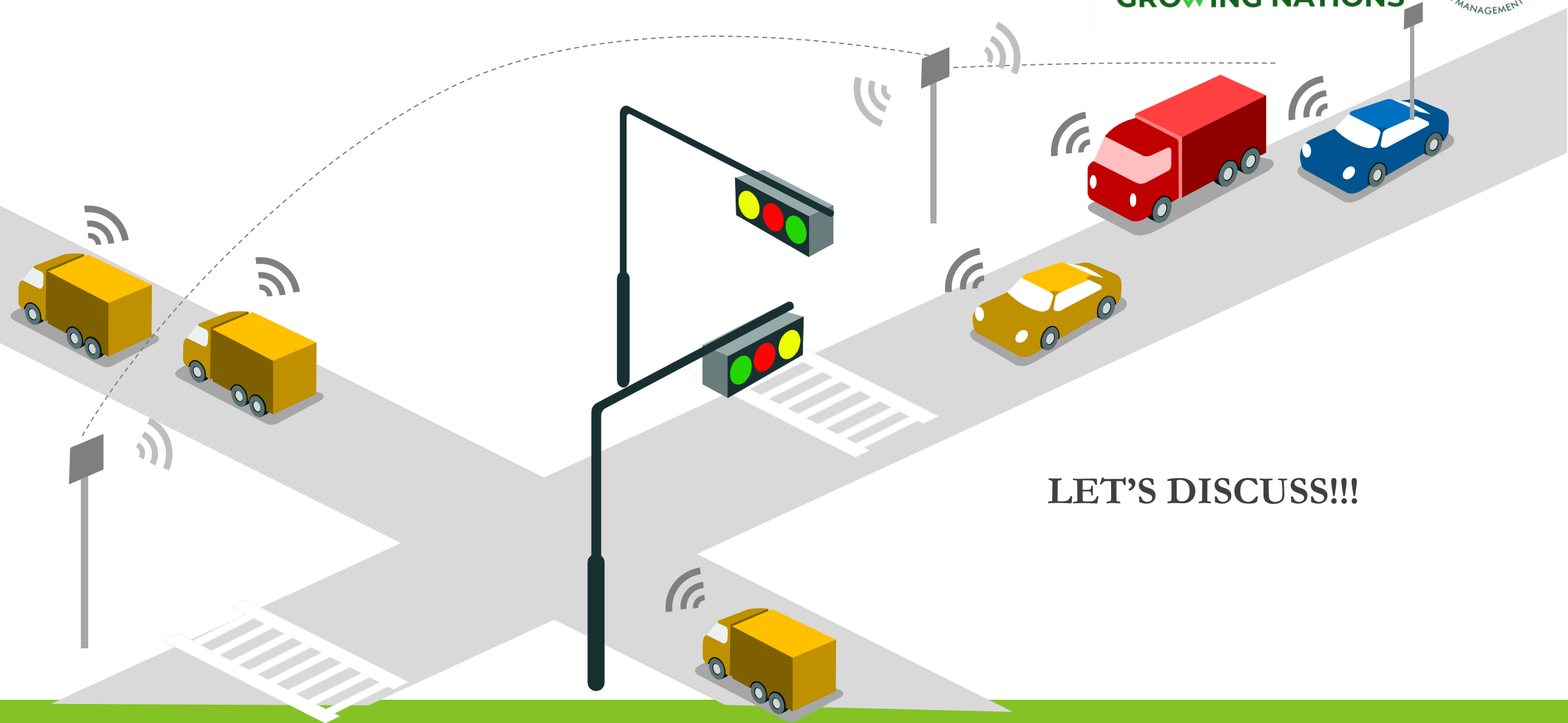
What role do we want to play as People Managers, Leaders & Captains of Industries?

Thermostat vs Thermometer??

START, STOP & CONTINUE..

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LET'S DISCUSS!!!

Thank You