# Organisational change enablement [prototype] OCEN

Facilitates cultural and behavioural change by enabling individuals and teams to embed new ways of working and adapt to changes.

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| **Guidance Notes:**  Activities may include, but are not limited to:   * facilitating engagement sessions with leaders and managers to secure commitment to change initiatives * defining and delivering comprehensive communication plans to keep stakeholders informed and engaged * supporting individuals and teams in adopting and adapting to changes * providing resources and support to help employees plan for and develop the necessary skills, knowledge, and behaviours for change * implementing organisational change management practices to support iterative/agile working * addressing and resolving issues during the implementation of change initiatives to ensure minimal disruption * creating and managing networks of change agents to support and drive change * advising leaders on monitoring and supporting behavioural change and addressing challenges * establishing feedback processes to analyse the impact and effectiveness of change initiatives. |

## Level 4

Supports teams in adopting new ways of working and provides ongoing resources.   
Encourages a safe environment for exploring challenges in adopting new practices. Guides teams to adapt new practices within agreed parameters.   
Assists with facilitating engagement sessions with leaders and managers to secure commitment to change initiatives.   
Addresses issues that arise during implementation, ensuring minimal disruption.

## Level 5

Develops and implements cultural change plans across teams.   
Coordinates cross-functional teams to ensure cohesive implementation of change initiatives.  
Communicates how change initiatives align with business goals and long-term success. Supports leaders and employees in exploring challenges associated with adopting new ways of working.   
Enables employees to plan for and develop the necessary skills, knowledge, and behaviours for change.

## Level 6

Champions the value of new ways of working to address organisational opportunities and threats.   
Aligns change initiatives with the business strategy and long-term goals. Influences and engages with senior executives to gain their support for change initiatives.   
Guides the development of strategies and roadmaps to drive organisational change. Reviews progress, addresses issues, and makes strategic decisions on change initiatives.  
 Ensures long-term sustainability and realisation of change benefits. Provides guidance to change leaders to demonstrate effective behaviours for organisational change.