## TSC Category
Organisational Development

## TSC
Change Management

## TSC Description
Manage organisational change management systems to drive organisational success and outcomes by preparing, equipping and supporting adoption of change

<table>
<thead>
<tr>
<th>TSC Proficiency Description</th>
<th>Level 1</th>
<th>Level 2</th>
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<tr>
<td>Apply change control procedures to prepare stakeholders for the change</td>
<td>Drive execution of change control procedures and assess change performance against key performance benchmarks</td>
<td>Formulate change control procedures, processes, and resources to facilitate transitions in the organisation</td>
<td>Establish the organisation’s change management strategies and policies to support critical transformations</td>
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### Knowledge
- Types of change control procedures
- Impact of change on employees
- Key performance indicators
- Internal and external environments that lead to changes in the organisation
- Current organisational practices with regards to change
- Relevant stakeholders in change processes
- Roles in change management programmes and initiatives
- Importance of pro-active involvement by participation in change management programmes
- behavioural impact of change processes
- Scope of individual discretion and freedom to feedback with regards to change
- Types of change implementation plans and procedures
- Impact of changes on business activities and processes
- Types of resources required to roll out changes effectively
- Assessment of change performance against benchmarks
- Internal and external environments that impact change programmes
- Challenges to successful change implementation
- Factors that support change management programmes and initiatives
- Reasons for resistance to participate in change management programmes and initiatives
- Needs and expectations of relevant stakeholders
- Mitigating actions to manage resistance to change
- Change control procedure development
- Business readiness assessment and planning
- Resource management for complex changes and transitions
- Critical stakeholders and touch points for change initiatives
- Enablers of change
- Components and objectives of change management implementation plans
- Communication strategies to promote change
- Individual’s role in contributing to change management as a strategic business partner
- Types of change management framework
- Industry best practices in change management
- Selection of key performance benchmarks and success indicators for change initiatives
- Components and steps to design effective change implementation plans
- Strategic resource management and allocation for change initiatives
- Critical stakeholder engagement
- Leadership role in change management processes
- Drivers of implementing and sustaining change in the organisation
- Factors that support change management
- Barriers to change within organisation and techniques to overcome them
### Abilities

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<tr>
<td><strong>Apply and document change control procedures in regular work processes based on endorsed changes</strong></td>
<td><strong>Drive execution of change control procedures based on implementation plans for endorsed change requests</strong></td>
<td><strong>Establish the organisation’s change management strategies and policies with reference to appropriate frameworks, industry best practices and business requirements</strong></td>
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<td><strong>Provide suggestions for tweaks to business processes and/or operations to support changes and transitions effectively</strong></td>
<td><strong>Identify business activities and/or processes required to integrate and roll out new changes in the business environment</strong></td>
<td><strong>Determine key performance benchmarks and change success indicators</strong></td>
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<td><strong>Identify impact of change on employees and stakeholders</strong></td>
<td><strong>Analyse resources and cost-impact of proposed changes, and highlight where people, resources or finances need to be redirected if required</strong></td>
<td><strong>Maintain business perspective on how change initiatives are integrated into the business, considering potential impact on business cycles, stakeholders and operations</strong></td>
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<td><strong>Develop communication materials to prepare affected employees and stakeholders for change</strong></td>
<td><strong>Deliver communications to engage and seek buy-ins of employees affected by the change</strong></td>
<td><strong>Design strategic implementation plans, covering all business activities, key personnel and resources required to prepare the organisation for change</strong></td>
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<td><strong>Identify associated costs and resources required to facilitate change implementation</strong></td>
<td><strong>Deliver training to equip affected employees with skills to manage change</strong></td>
<td><strong>Outline key stakeholder engagement messages to be communicated throughout the change process to generate shared commitment and ownership of the change</strong></td>
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<td><strong>Document change impact on workplace performance and processes against key performance benchmarks and/or success indicators</strong></td>
<td><strong>Identify potential pitfalls, obstacles or challenges to smooth adoption and implementation of change</strong></td>
<td><strong>Approve, allocate and set limits for finance usage to support transformations</strong></td>
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<td><strong>Identify opportunities for change within own scope of work to improve work processes</strong></td>
<td><strong>Assess change performance against new key performance benchmarks and implement follow-up actions where required</strong></td>
<td><strong>Ensure the required internal and external resources are acquired, in place, and of sufficient quantity and</strong></td>
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<td><strong>Support implementation of change when required</strong></td>
<td><strong>Present project performance outcomes to relevant stakeholders in accordance with organisational procedures</strong></td>
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<td>Quality to facilitate the changes effectively</td>
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<td>Guide development of change management strategies in accordance with organisational culture, taking into consideration interests of relevant stakeholders</td>
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<td>Build an environment ready for change management programmes</td>
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