

TACKAfrica



Transformative Leadership and the Secrets of Successful Change



“It is not the strongest of the species that survives, nor the most intelligent, but the ones most responsive to change.” - Charles Darwin

The TACK Transformation Methodology has been put together to help organisations and their leaders to successfully implement change. It's based on many years hands-on experience and works equally well with private businesses, non-profit agencies, state corporations and government departments.

Organisational change can fail at one of two levels. By the passive or determined obstruction of employees who hang onto their old ways. Or from a lack of adaptability in the topmost management group. Successful change requires attention to both, but latter presents the greatest challenge because the very people involved may neither recognise nor admit deficiency. The evidence suggests that most people find change extremely challenging and need help.

The change superhighway

Our approach is sophisticated but flexible and encompasses:

- ◆ goal setting and preparation of the road map
- ◆ organisational climate survey
- ◆ institutional capacity assessment
- ◆ participatory workshops
- ◆ change team nomination and selection
- ◆ change agent training
- ◆ coaching and monitoring
- ◆ handover.

Some tips from the gurus

- ◆ Foster continuous renewal as part of everyday operations
- ◆ Change while you're strong, don't wait till it's too late
- ◆ Continuously evolve your team to select out resistance
- ◆ Sharpen your acuity and spot trends and changes before they hit

- ◆ Invest in technologies
- ◆ Invest in people
- ◆ Outsource so you can focus on what really matters
- ◆ Reinvent your HR function around the needs of the new organisation

Transformational leadership

Successful change demands strong leadership and that in turn requires a specific skill-and-mind set. Our transformation programmes include high-impact, high-level training for those entrusted with bringing in results, designed to enable out-of-the-box thinking and stimulate an inspirational leadership style which empowers your team.

TACKAfrica experience in change leadership

- ◆ Change team training for Barclays Bank of Kenya
- ◆ Transformational leadership training for senior members of the Government of Zanzibar
- ◆ Change management training for managers of National Bank of Commerce and for Unilever
- ◆ Transformational training for staff of TTCL
- ◆ Change management training for change agents within the Kenya Revenue Authority
- ◆ Comprehensive change programme for CRDB Bank
- ◆ Change integration and coordination for Lafarge Cement East Africa
- ◆ Culture change programmes for The Standard Group, Madison Insurance and Unga Ltd
- ◆ Preparation for privatisation of National Microfinance Bank
- ◆ Process reengineering and change coordination for Abercrombie and Kent

Additional TACKAfrica service bulletins

Training Catalogue - Strategy Formulation - Executive Search - Service Improvement Programmes - Workshop Facilitation - Performance Management

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