

“The support provided by Validium helped us to create the world’s busiest international air traffic control centre on time.”

NATS

Deliver Workplace Change



Employee resistance must be overcome for organisational change to succeed.

More often than not, employee resistance to change can delay, if not totally derail, organisational change projects.

Whether seeking to introduce a new system, relocate or restructure, engaging employees to perform throughout change is essential to success. Thanks to The Validium Group, you can now use low-cost, high-impact support mechanisms to provide employees with the practical and emotional support required for them to deal with and embrace change.

Now it pays to provide individuals with the practical and emotional support required for them to embrace change.

Employees must be supported through uncertainty if corporate change is to succeed.

The response of most individuals to change is not dissimilar to that of any bereavement. Initial shock and an unwillingness to accept the news is eventually followed by anger, sadness or anxiety, and finally by acceptance and the desire to make the most of the new situation. The challenge for employers is to accelerate the process and enable employees to deal with the personal implications of the change, be it restructuring jobs, having to relocate their family or the way they've always worked, so that they quickly come to embrace the situation.

Failure to achieve this can result in prolonged anxiety for the employee, which can in turn lead to poor performance and absence issues, seriously damaging the ability of the business to move forward. Simply helping employees to accept and deal with the personal implications of change will help the business to move forward.

What can you do?

Simple measures you can put in place to optimise the success of a change initiative include:

- **Communicate:** Keep employees informed about the change programme and latest developments, no matter how small, to prevent people from thinking the worst and rumours spreading.
- **Empower:** At a time when employees may feel they have no control over their future, one of the most effective things you can do to boost performance is to assess on output instead of input and empower them to work more flexibly.
- **Support:** As well as provide practical support, such as access to specialist career transition or relocation experts - remember employees may also require confidential emotional support to deal with their biggest worries.
- **Personalise:** Bear in mind that each individual's needs are different and whereas one person's biggest relocation concern might be finding new childcare, another might be more worried about fitting into a new environment.
- **Vitalise:** Help to prevent prolonged anxiety relating to the change from translating into increased health or absence issues by encouraging the workforce to burn off excess nervous energy with group exercise activities.
- **Maintain:** Ensure that the success of the initial change, such as a merger, isn't undermined by the creation of a 'them and us' culture by properly integrating new teams and systems and addressing the emergence of any blame cultures.

Essential to the success of the change is engaging employees through appropriate communication and change support initiatives.

Why The Validium Group?

The Validium Group is an employee assistance and wellbeing consultancy that works in partnership with HR and OH professionals to prevent and overcome the stress, trauma and absence issues that can limit the ability of people to perform.

Clients like working with us because our clinical expertise and flexibility means bespoke solutions that quantifiably increase the value of people to the business.

“By working in partnership with Validium, we have been able to generate a measurable difference to the bottom line.”
Harvie Hughes, Occupational Health & Safety Consultant, Nationwide

Our approach

We are committed to working in partnership with you to give you the best result possible, adjusting the services we provide to meet the needs of your particular organisation and employees.

By taking the time required to get to know your business, we can recommend light-touch, high-impact solutions tailored to your requirements, to generate a great return on your investment.

Validium works in partnership with you to ensure that every penny invested pays for itself several times over.

Clients

We work with organisations committed to optimising the performance and wellbeing of their workforce across all sectors. Clients include:



Wragge&Co

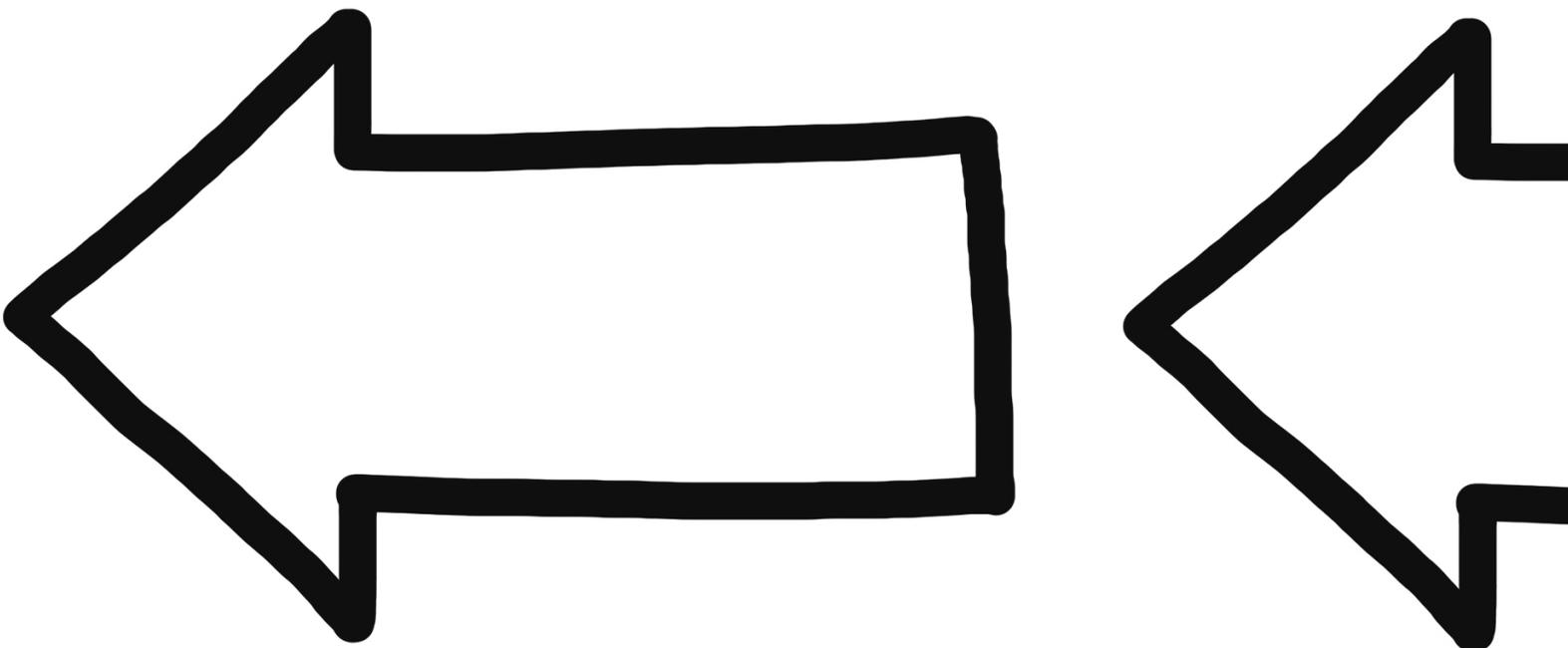


Services

Thanks to The Validium Group, now it pays to:

- **Reduce Stress:** educate managers to reduce stress
- **Deliver Change:** maintain performance throughout change
- **Optimise Vitality:** improve employee health and attendance
- **Minimise Absence:** rehabilitate long-term absent employees
- **Manage Trauma:** prepare for and manage critical incidents
- **Support Employees:** keep employees engaged and productive

To arrange a free consultation or find out more about the other solutions we offer, please call us on +44 (0)1494 685 200.



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