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## What makes change so difficult for HR?

and disregarded, but one leadership expert says they can be useful for HR

Change-resistant employees are often branded as trouble makers



Think about what change in the workplace aims to achieve: doing something different on a regular basis in a way that benefits

the business. Now think about how hard it can be to change as an individual

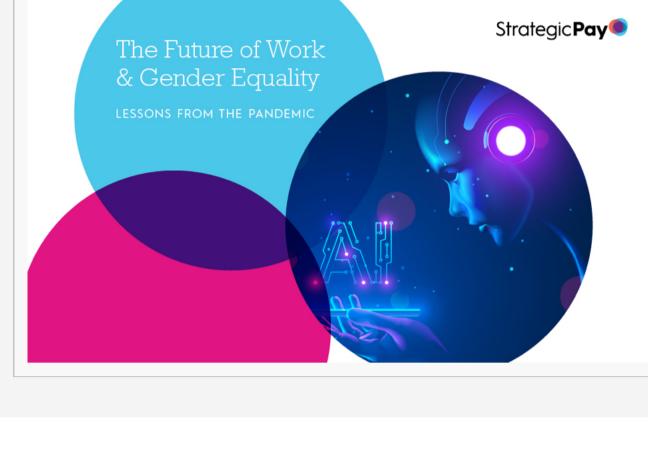
going to the gym etc etc). Individual change is hard – but usually we have a real sense of the "why" that keeps us going when the going gets tough, according to

Tammy Tansley, director Tammy Tansley Leadership & Workplace

(losing weight, giving up the ciggies or the booze, gaining weight,

Culture, who will be speaking at the upcoming HR Summit in Perth.

**Gender Equality** 



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"When you think of change in terms of many individual's change processes, overlaid with introduction of new technology/equipment you get some sense of why organisational change is hard to implement and sustain."

Considering project management vs change management, often it

the planning and project management, added Tansley.

the business, and the reality of implementing the change.

is people within the business, well removed from HR, who are doing

"Organisational change is very hard as it involves lots of people,

often without a compelling personal why. We just expect people to

'get it' or want to do it because it's good for the business," she told

end of said project." This can cause a real disconnect between how the project is sold to

"HR are then allocated a few communication related tasks at the

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HR technology provider?

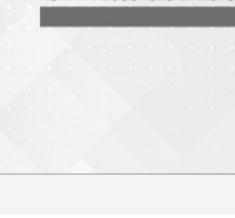


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"HR professionals can struggle because what makes for a successful

change is not always within their immediate control. HR needs to

is not always easy to do," said Tansley.

influence senior leadership and others within the business – which

whilst none of it is rocket science, it's not always included as part of the change and project plan: • Senior management communicating openly;

• Managers prioritising leading and developing their teams; and

She added that we know what makes for a successful change; and

Change can be difficult – because it taps into competing priorities. The business on the one hand, that wants it done as quickly as possible. And the people, who as humans, need to time to adjust.

• Leaders role modelling behaviour changes;

• Leaders held accountable for the change

"It can be tempting to disregard those who don't agree with our perspective. Resistors are often branded as trouble makers and disregarded," said Tansley.

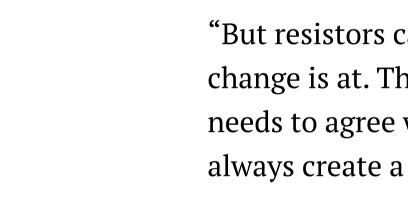
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As change is often imposed too quickly, the people are lost in the process. And the reality is still that it is the people that we need to

make the change successful.



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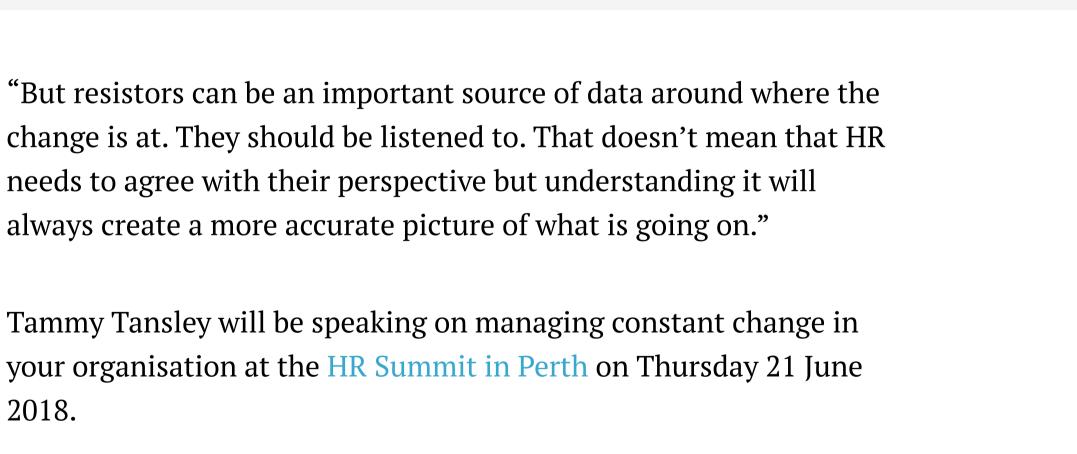
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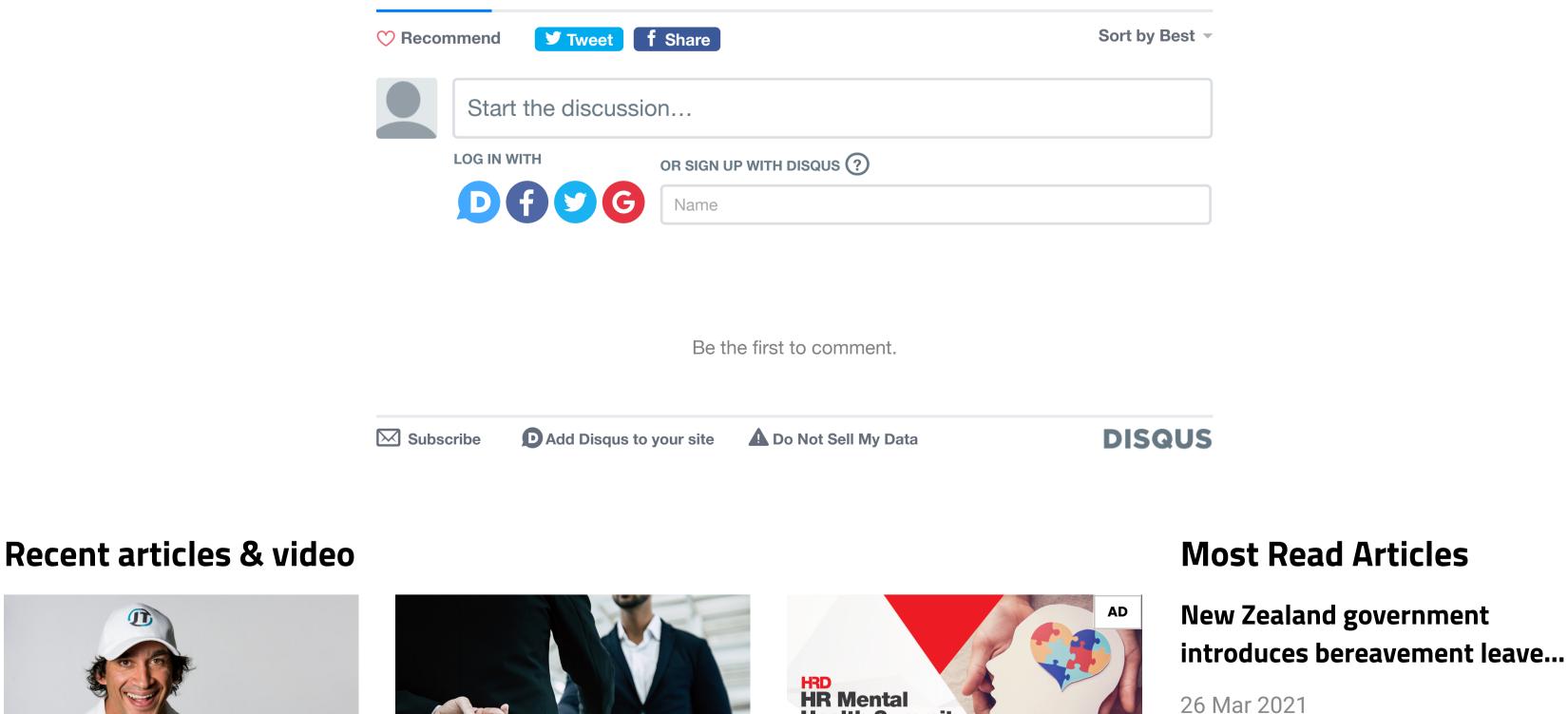


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