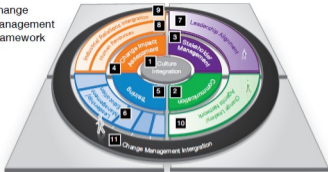


Change Management Framework



1 Deals with acquiring cultural insight and planning for the cultural compatibility of the merging component.

2 Development and delivery of a communication plan to the project's identified stakeholders. Matching messages to the target audience and relevant medium.

3 The process of getting all stakeholders that will be impacted by the change or that has a possible influence over the project on board to ensure support, commitment and involvement.

4 Aims to identify and clarify a person's or a group's new roles or changes to their current role due to the project (Merging and Acquisition) being implemented.

5 Identification, development and delivery of training material to end users according to a chosen approach and training schedule.

6 Leadership/Management Education is concerned with the preparation and up skilling of managers to ensure a smooth transition and proper embedding.

7 Involving and informing leaders of the project to ensure ongoing awareness and support for the project.

8 Involvement of HR to ensure embedding of changes to performance systems, roles, responsibilities, KPI's, remuneration and/or structure of the organisation.

9 Industrial Relations Integration is relevant where possible redundancies as a result of the Merging or Acquisition and large union involvement are at play.

10 Establishing, equipping and maintaining a network of internal organisational resources, to assist with the preparation for the change and to ensure the embedding of the change.

11 Deals with methodology and consolidated CM reporting across programmes.