CHANGE MANAGEMENT







WHY DO ORGANIZATIONS CHANGE?



Change is always happening around us. How will we adapt?





Seven generation thinking: changing to meet the future needs of the community



Continuous improvement, always working towards a better future





CHANGE IS MOVING FROM A CURRENT STATE TO A FUTURE STATE

Current state: where we are now

Future state: where we want to go

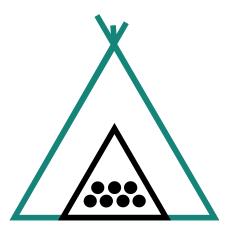
The change journey



THE FINANCIAL MANAGEMENT SYSTEM CHANGE JOURNEY

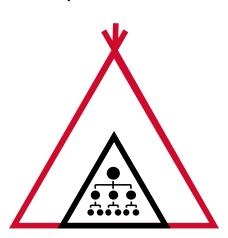
POLICIES AND PROCEDURES

Policy-based decisions and accountability to members



FINANCIAL MANAGEMENT

Managing finances through good practices



PLANNING AHEAD

Planning for the community's future goals





POSITIVE CHANGE: POLICIES AND

PROCEDURES

Policies and procedures can lead to positive change and good outcomes



Policy-based decisions means acting in the community's best interests and fair treatment for everyone



New policies and procedures can be overwhelming and unsettling for the people that are affected

HOW WILL WE MANAGE ALL THIS CHANGE?

Finance

Governance

Human Resources

Information Management



MANAGING CHANGE

First Nation governments can use strategies to manage the change journey as they work



A good strategy includes:

- 1. Communicating the reasons for change
- 2. Planning the change
- Implementing the change
- 4. Making the change sustainable





WHY IS IT IMPORTANT TO COMMUNICATE THE REASONS FOR CHANGE?

Who needs to know?

What is the best way to communicate the reasons?

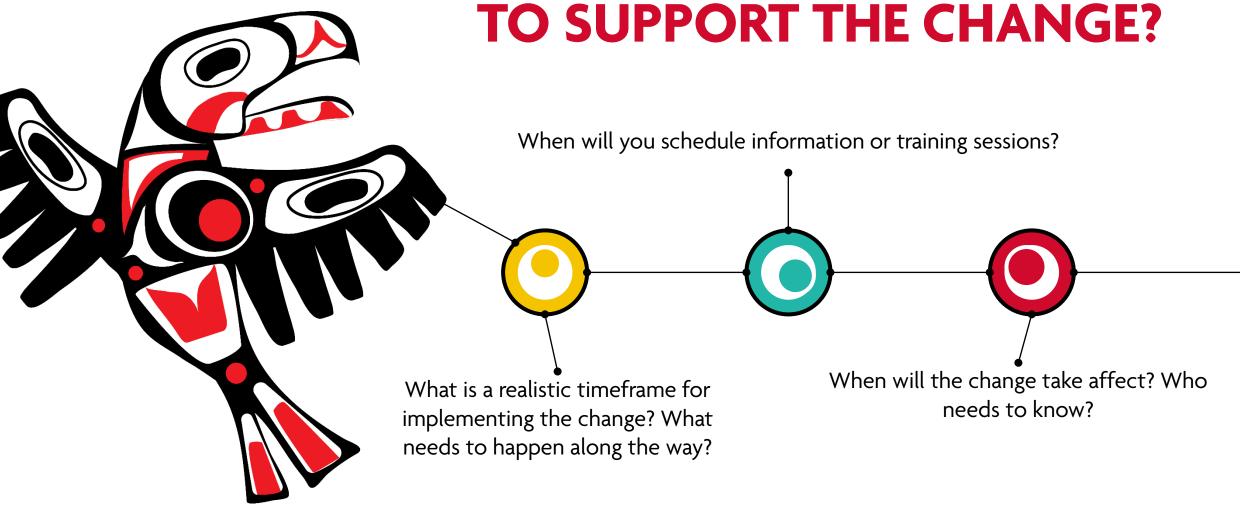
When should people learn about the change?

How would you explain to your administration why the following changes could benefit your organization?

- New printer/photocopier
- Switching from paper timesheets to thumb scanner
- Switching accounting software
- Weekly staff meetings
- New financial policies



SHOULD THERE BE A TIMELINE TO SUPPORT THE CHANGE?









Are there key people in your organization that you think would support the change?



Who benefits the most from these changes?



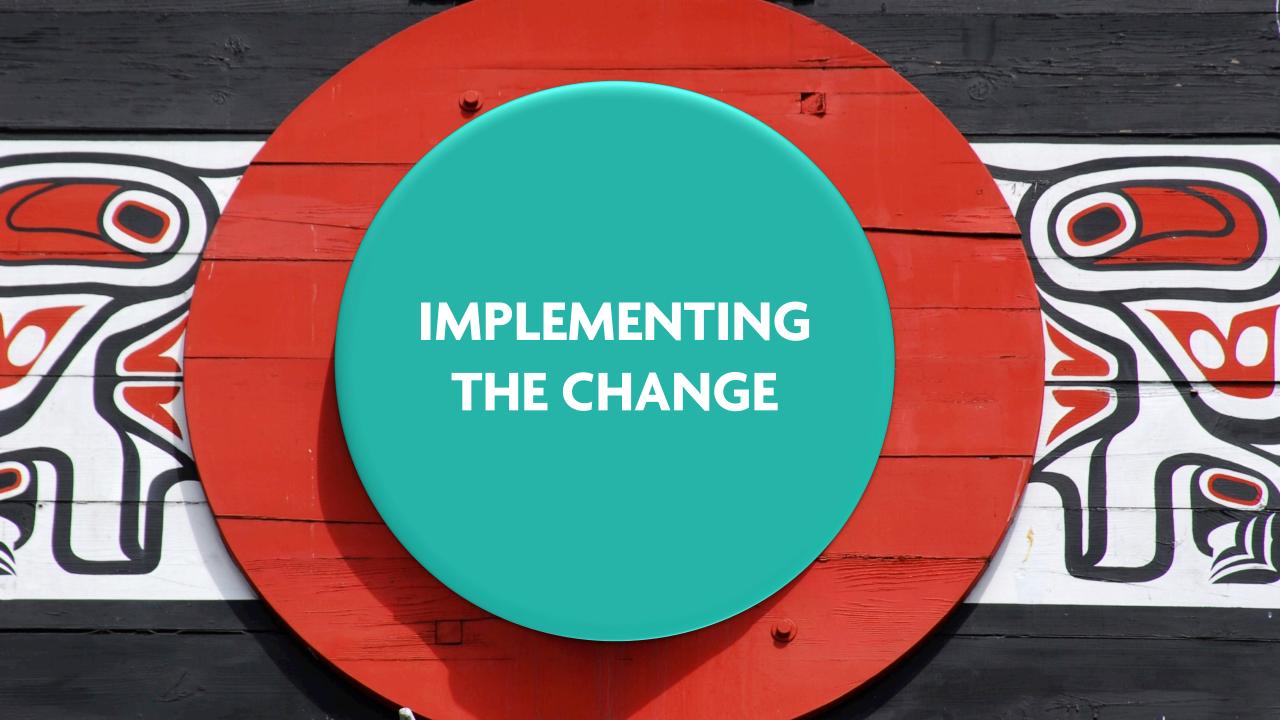


Directions and communication should come from a place of authority



Who in your organization will be impacted by the changes?

What would happen if you involved these people in planning the changes?



COORDINATING THE CHANGES





ROLES AND RESPONSIBILITIES

Has everyone been assigned their new actions or tasks?

CLEAR PROCEDURES

Are the directions clear and does everyone have and understand them?

ACCOUNTABILITY

Are the leaders in your organization setting the tone at the top? Is there a mechanism in place to hold people accountable?



BARRIERS TO CHANGE





What are some possible barriers to change? How might they affect planned changes?

Change is unsettling. How can you deal with those who resist change? What might be some of their motives?





REASONS FOR RESISTANCE

Fear

Requirement to learn new skill Loss of control

New accountabilities

Too busy







SUSTAINABLE CHANGE

People tend to revert back to what is comfortable for them.

How can you make sure the change lasts?



Assess the change





Schedule and directions







KEYS TO SUCCESS



Good communication

Careful planning





Accountability for change



First Nations Financial Management Board

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