

Opportunity for change: Post Pandemic Positivity

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Introduction

- Are we post pandemic?
- Learning from the last 15 months
- Forced change compared with strategic change
- How do you identify the need to change?
- Pandemic impact on change
- How do you drive change?
- Leading change



Oranges and Lemons



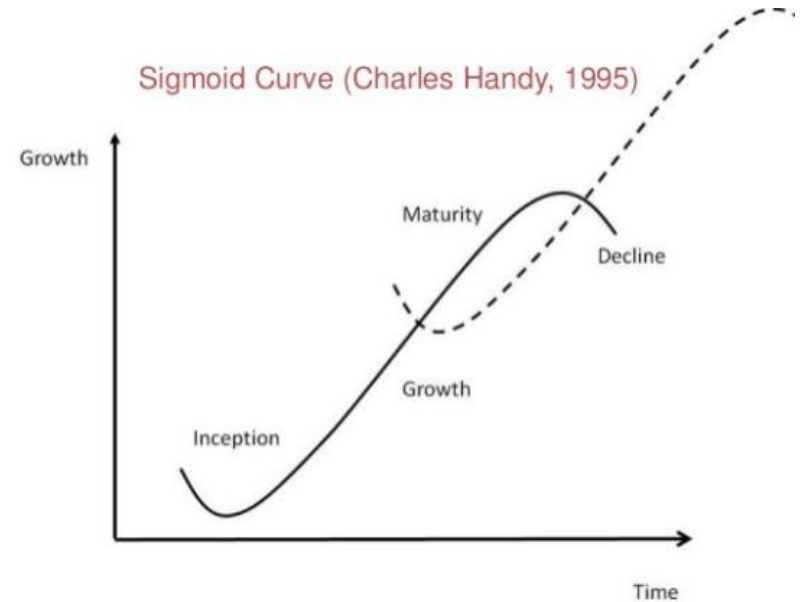
Whitechapel Bell Factory



Worshipful Company of Goldsmiths

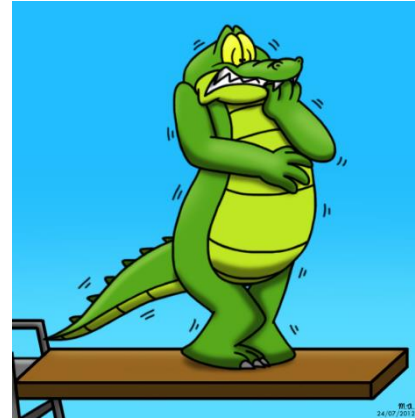
Organisational lifecycle

- If it's not broken don't fix it
- Or fix it before it breaks to make the most of it?
- The challenge is when do you change?



The context of the pandemic

- Re-entry syndrome
 - Healthy readjustment
 - Take it slowly
 - Mental health and wellbeing
- Changes in working practices
 - Ensure key policies are clear
 - Preserving culture





The context of the pandemic

- Change fatigue
 - All changed out?
 - Injecting enthusiasm
 - Reluctance/resistance to change



The context of the pandemic

- Lifestyle changes
 - Changes in SMT/Trustees/funding cuts/relocations
 - 12 months of “holding on” in role
 - Work-life balance
 - Changes in SMT – maintain or shake up?



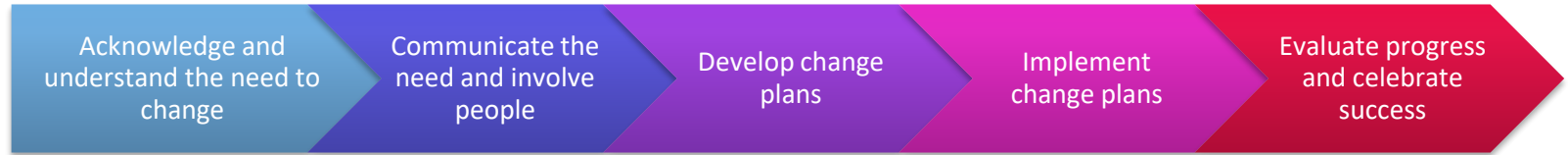
The context of the pandemic

- Lifestyle changes (continued)
 - Strategy refresh
 - Change of direction
 - New fundraising ideas
 - Entity lifecycle





NCVO's 5 steps to successful change



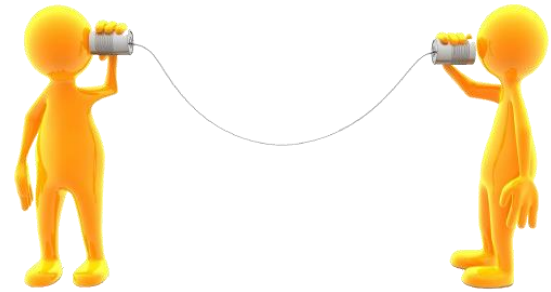
Leading change

- Change doesn't happen by itself
- Lead by example – how do you react to challenge?
- Think about your team's skills
- Communication, communication, communication!
- Consider all options – collaboration?



Explain, engage, empower

- Change is an uncertain time
- Don't miss the opportunity for change
- Bring people with you
- You cannot communicate too much!
- Rule of 7 times



Thank you for listening

- Any questions?

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