

# Introducing Change Meridian

*Change Meridian is dedicated to working with individuals, teams and organisations to help them be ready for the future of work*



We do this by providing consulting advice, facilitating workshops and delivering training and mentoring programs, which support teams and individuals to be ready for the future of work.

Our goal is to support your leaders and teams to get the most from a complex, changing environment.

At Change Meridian, we know that for a change to be successful it needs to work across three dimensions:

- 1** The strategy of change - understanding what's changing, what's driving the change, options considered, potential impacts and risks, system in which the change is occurring, and the desired benefits from the change
- 2** The infrastructure needed to implement the change - architecting the way in which the change program is planned, sequenced, monitored, governed and executed to account for the organisation's capacity, capability and objectives
- 3** The people side of the change - considering the mindsets, values, behaviour, and political and cultural dynamics, and what strategies and interventions are required to ensure stakeholder support and end user adoption

Sitting at the core of this work is the aim to create healthy and effective organisational cultures, where people are equipped and supported to adapt, thrive and excel, and deliver optimal organisational value as the working world evolves.

## WE HAVE WORKED WITH...



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## KEY AREAS OF EXPERTISE

Whilst we can provide services across the change and leadership spectrum, our focus and passion is on delivering capability uplift and accelerated progress through a range of training programs, workshop facilitation and leadership mentoring, as well as consulting advice on change strategy design and execution.

### **Leadership development and executive coaching**

– building leadership and change capability at all organisational levels

**Workshop facilitation** – designing and delivering workshops to secure team engagement, effective and sustained decision making, and stakeholder buy

**Tailored programs** – specific leadership and capability programs tailored to individual, team and organisational needs. See the program page on the Change Meridian website for more details

**Cultural renewal** – crafting and supporting culture change to secure an adaptive and agile organisational culture, which is customer and employee focused, ethical, progressive and sustainable

**Career transition support** – providing career development and career planning support for teams and individuals

**Team effectiveness workshops** – designing and delivering team workshops that create the culture and dynamics in which change is secured

**Change management** – advisory services on developing the framework, methodology and supporting processes and tools for effective organisational change

**Strategy execution** – designing the change strategy approach and execution advice, covering governance, risk management and program management requirements

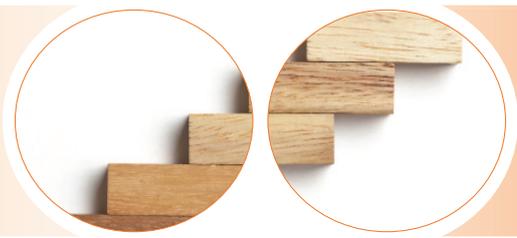
## ABOUT MICHELLE

Michelle Gibbings is a change leadership and career expert, and founder of Change Meridian. She is the Author of *'Step Up: How to Build Your Influence at Work'*, and *'Career Leap: How to Reinvent and Liberate your Career'*.

Obsessed with unlocking high-impact choices to accelerate meaningful progress, Michelle is enabling a new breed of leader - one that's fit for the future of work.

Through this passion and advocacy for new ways of working, Michelle has built a distinguished reputation as the keynote speaker, advisor and executive mentor of choice for leading edge corporates and global organisations.

She is a sought after media commentator featuring regularly in national publications and outlets across the country. Michelle has Undergraduate Degrees in Communications and Commerce, a Masters in International Trade. She is a graduate of the Australian Institute of Company Directors, a Chartered Manager, and a Fellow of Finsia and the Australian Institute of Managers and Leaders.



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