

# Roles of change management agents - Adviser

This slide defines a change agent, or agent of change, who promotes and enables change within an organization. It includes details related to the role of a change agent, that is, to provide expert advice and strategies for successful change implementation, by emphasizing communication, supporting employees, and ensuring a smoother transition process.

## Stress Reduction

- Guide companies on minimizing employee stress during change implementation
- Offer advice on improving the overall implementation process to reduce stress levels
- Suggest strategies to make the change more manageable and less disruptive for employees

## Employee Understanding and Support

- Assist companies in formulating communication strategies to enhance employee understanding of changes
- Ensure that employees understand new policies, procedures, or plans effectively
- Clear communication strategies make team members feel supported and valued during transitions

## Importance of Communication

- Emphasize the significance of effective communication during change implementation
- Companies should establish comprehensive communication strategies to ensure an understanding of new policies, procedures, or plans
- Advise employees on the advantages of adopting new tools or processes

## Extended Implementation Process

- Propose the extension of the implementation timeline to accommodate employee adjustment
- Suggest conducting surveys to gather feedback from employees affected by the change
- Use employee input to refine and enhance the change implementation process

## Employee Adaptation

- Engage in one-on-one meetings with employees to facilitate their transition during changes
- Offer personalized assistance to help employees adapt to new situations
- Example: Motivating sales teams to embrace a new website for selling products instead of relying exclusively on phone sales



# Manager As Change Agent

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