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Michael is a director for Asia Pacific of Human Synergistics International which is a world leader in the field of data driven change management. He has helped built the company in Australia and New Zealand to be the leading OD consulting group with data on interventions on over 2,000 organizations and thousands more internationally. He is now establishing the company's presence in Singapore. Michael has over 30 years of consulting experience in organizational change management and is credited with playing a significant role in the corporatization of 21 government trading departments – assets of over \$100 million –into successful SOEs. Academic analysis (Boston, Scott, Bushell & Sallee) concluded; “These reforms rank among the most radical and comprehensive undertaken in the world. A key feature of the restructuring was the cultural shift that was needed to accompany the reorganization.” Michael was awarded for his service with the NZ Commemoration Medal by the Government.

Synopsis:

Change Management focusing on Project Management and Strategic Implementation

The presentation will highlight the link between Project Management and Change Management processes. The two are interdependent but often the need for following a change management process goes unrecognised. Accompanying the management of any project is the need to shift the attitudes and behaviours of people. However what often happens is a top down hierarchical structure that reduces influence and involvement of employees, jobs that have little autonomy, internal competition between business units and managers who think their job is to control.

Without mastery of change management strategies projects are destined to have underwhelming results. The change management process of involving key stakeholders, engaging the organisation to take action and consolidating gains will be outlined. Also presented will be synergistic problem-solving techniques and world-leading research showing how leadership, teamwork and organisational culture impact project management. Case studies measuring pre and post interventions will show the reasons behind organisations that are successful in achieving their objectives.