Change Management ~ Creating a Shared Vision for Change

- Engage Institutional Union and Steward early in the process.
- Establish a common understanding of timeline, staff implications and management and union domain.
- Hold employee participation meetings to share all relevant business information and the rationale for change.
- Explore options for engaging staff in planning and implementing the change.
- Begin holding joint meetings to plan and manage change impacting employees.
- Define Decision Making Rights and Formalize agreed upon plan for working together.