## Managing Change

Creating a Shared Vision for Change

Engage institutional union steward <u>early</u> in the process.

Begin holding joint meetings to plan and manage change impacting employees.

Establish a common understanding of intended change, timeline and staff implications. Map management and union domain.

Define decision making rights and formalize agreed upon plan for working together.

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.