Managing Change
Creating a Shared Vision for Change

- Engage institutional union steward early in the process.
- Establish a common understanding of intended change, timeline and staff implications. Map 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.
- Define decision making rights and formalize agreed upon plan for working together.
- Begin holding joint meetings to plan and manage change impacting employees.