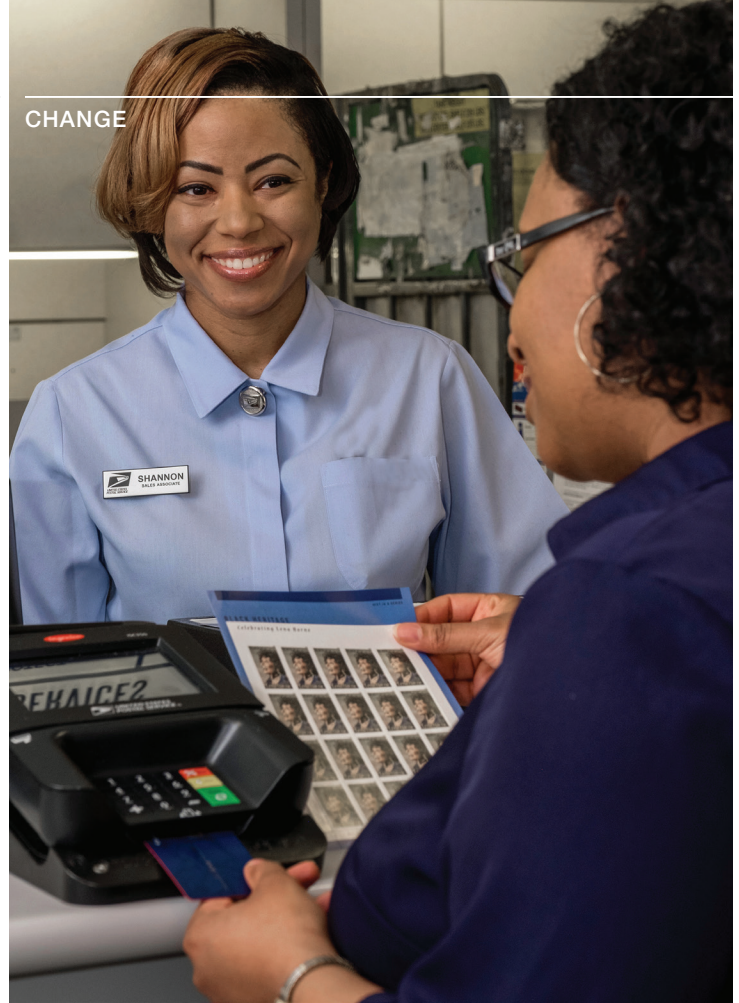


Tips for Successful Organizational Change

When a facility closes or merges as the result of organizational change, all employees may feel the impact. For some, it will mean a new work location, new colleagues and customers. Many employees will have new responsibilities or a new supervisor. In spite of the change, meeting deadlines and maintaining smooth operations will not change. Just as with the flow of traffic on a highway, the work does not stop and it is up to everyone to adjust, merge together and avoid hazards.



Here are some tips to think about as you and others transition at work.

Avoid thinking it's "us versus them." Find a way to work together to get the job done. Receive new co-workers with patience and tolerance. If you are the "new guy," become acquainted and learn the local culture and rules. You are in this together.

Observe and listen. Take note of concerns that are expressed. Notice what is working well to reinforce it. Frequently check in with employees.

Mark the occasion. Gather the group together and make introductions. Set some expectations. Acknowledge that it's hard to start over and expect that some good will come out of the change. Again, check back often over the next couple of months.

Address issues. New cultures take time to develop. Be open to making changes that will help people merge smoothly to the change.