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# NCCI Power60: A Case Study in Scaling Change Management Support for Your Leaders

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## Agenda

1. Consulting Approach & Philosophy
2. Needs & Requests
3. Change Management Model
4. What's Next
5. Q&A

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# University of Iowa Consulting Approach & Philosophy

**We provide expert guidance to help solve problems and  
improve organizational performance**

Consulting page...  
<https://hr.uiowa.edu/development/consultations-support>

## How We Can Support You

Organizational Effectiveness consultants bring expertise in these areas:

- Leading change
- Managing employee performance
- Building teams
- Facilitating team retreats
- Strategic planning and direction setting
- Clarifying and aligning team member roles
- Supervising and leading
- Navigating conflict
- Revising organizational structure and/or process
- Onboarding new leaders

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# University of Iowa Consulting Approach & Philosophy

Consulting page... <https://hr.uiowa.edu/development/consultations-support>



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## University of Iowa Consulting Approach & Philosophy

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### Our Role as Change Management Consultants:

#### What It Is:

- CM strategy
- CM training (3 classes)
- CM tools & guidance

#### What It Isn't:

- Creation & ownership of change management plans
- Execution of change management plans

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## 5 Types of Change

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- Organizational structure
- Technology
- Process
- Culture
- Physical space

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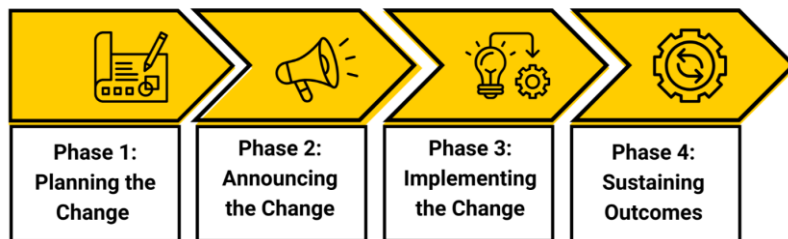
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## University of Iowa Change Management Model

Change management website...

<https://hr.uiowa.edu/development/consultations-support/consultation-resources/change-management>

### How does change happen?



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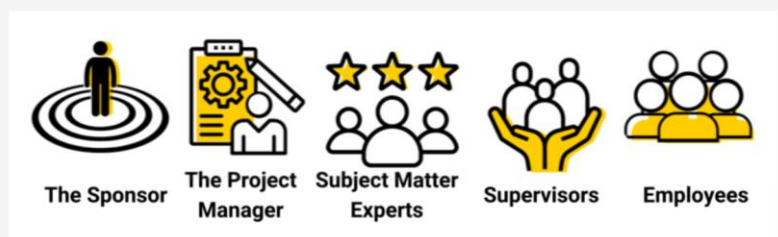
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### Who makes change happen?



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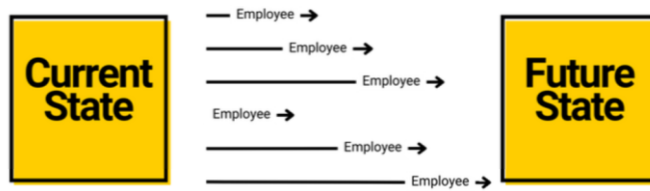
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### Supervisors Supporting Employees Through Change

Each employee moves through change at their own pace.



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## The Future



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