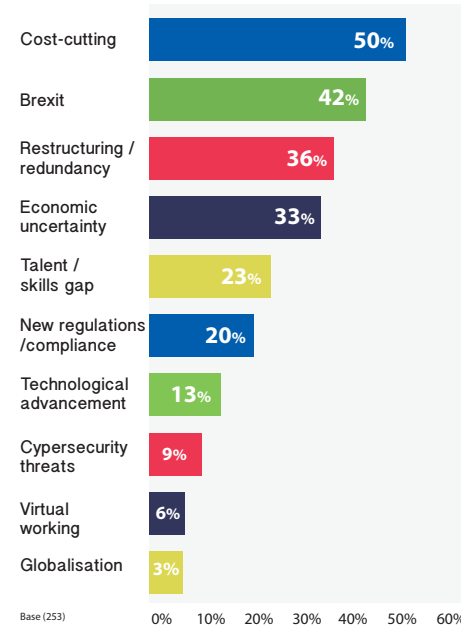
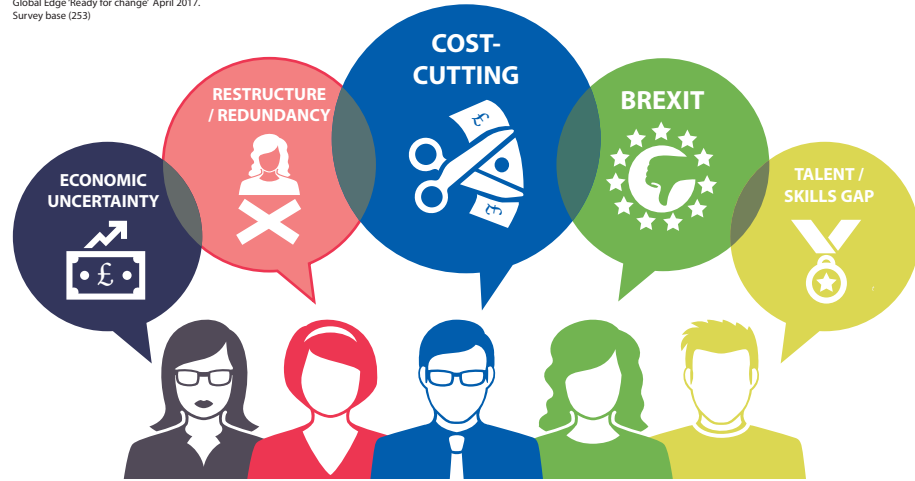


Ready for change survey 2017

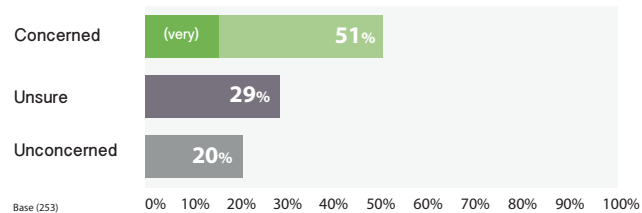
At Global Edge, we are committed to understanding the impact of change on the UK workforce. Our research department ran a survey in April 2017 asking about their concerns and how this can impact on productivity at work. This is what we discovered:

Top economic, political or environmental challenges likely to be detrimental to productivity, now or in the near future (according to the UK workforce).

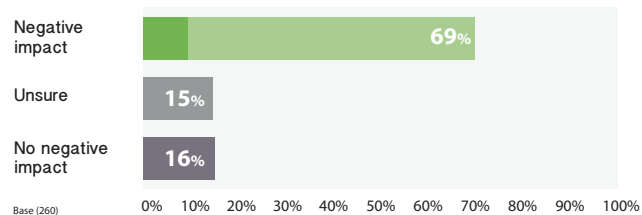
Global Edge 'Ready for change' April 2017. Survey base (253)



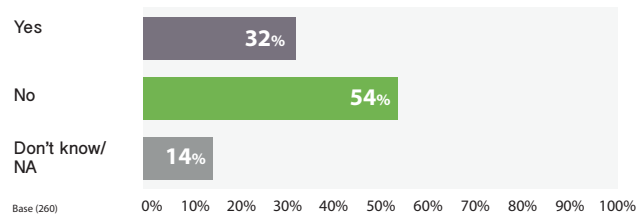
Over half of the UK workforce are concerned as to whether their organisation can support the current pace of change.



Two-thirds of the UK workforce say their productivity is negatively impacted when going through a period of change at work.



Over half of the UK workforce say there are not enough direct and honest conversations (particularly with senior leaders) at work.



Global Edge view

It is interesting to note that the top economic, political or environmental concerns are of a largely operational character – so what is the relationship between these worries and developing the right culture to deal with them?

Planning or handling any kind of transformation (structural, process, policy, competence, protocol, brand, behaviour or partnership) is a massive deal for any organisation and, in reality, three out of four change initiatives usually fail.

So how do you support your organisation through often constant periods of change?

Well, uncertainty can have a devastating affect on people and organisations. It is vital therefore that your leadership teams have the relevant skill-set and mind-set to be able to effectively communicate the reasons behind (and the process to manage) change.

Having honest, open and 'dynamic' conversations are proven to dramatically increase engagement levels, productivity and reduce anxieties associated with change.

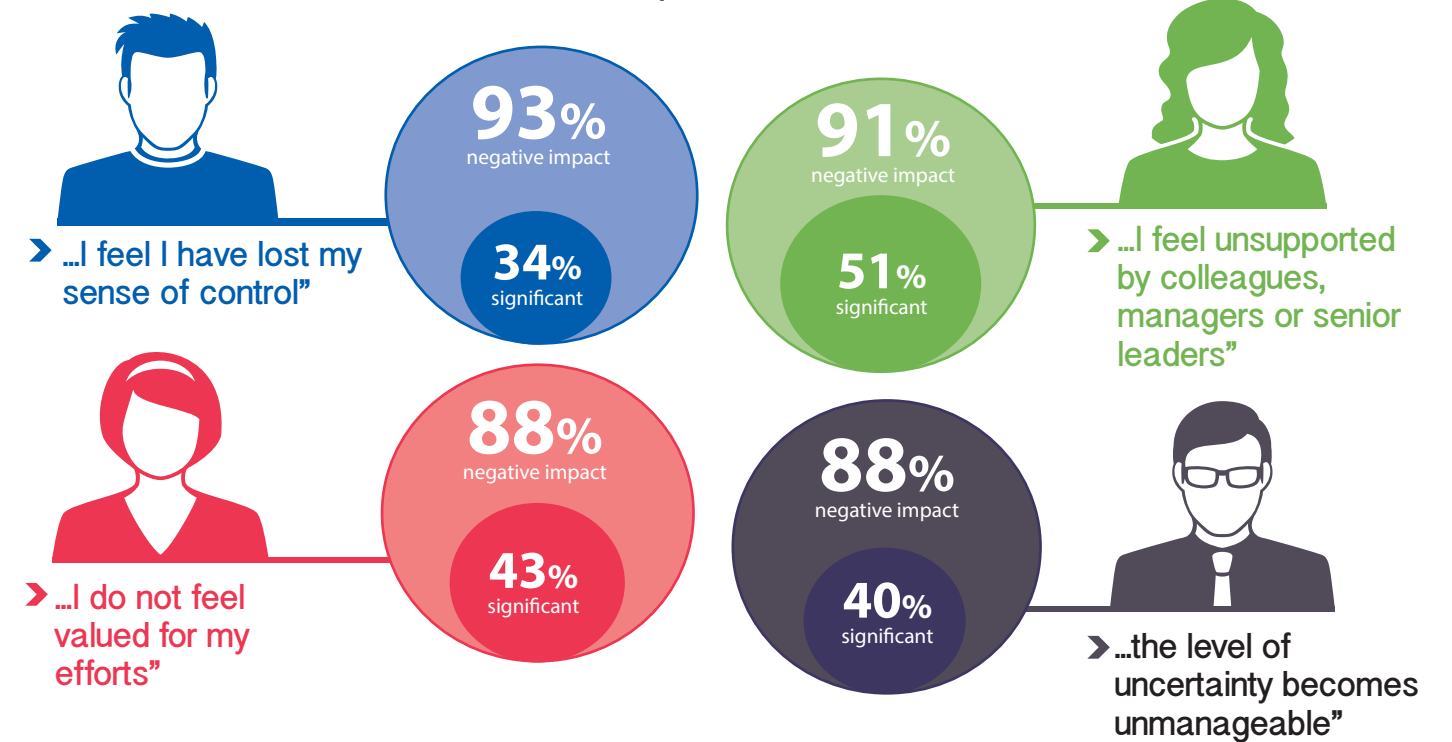
It is important that leaders are role models of these conversations and understand the value in creating a high trust culture where collaboration is the norm.

At Global Edge, we know from working with our clients that the opportunity for successful change rises substantially when senior leaders get behind the frequency, quality and impact of everyday conversations.

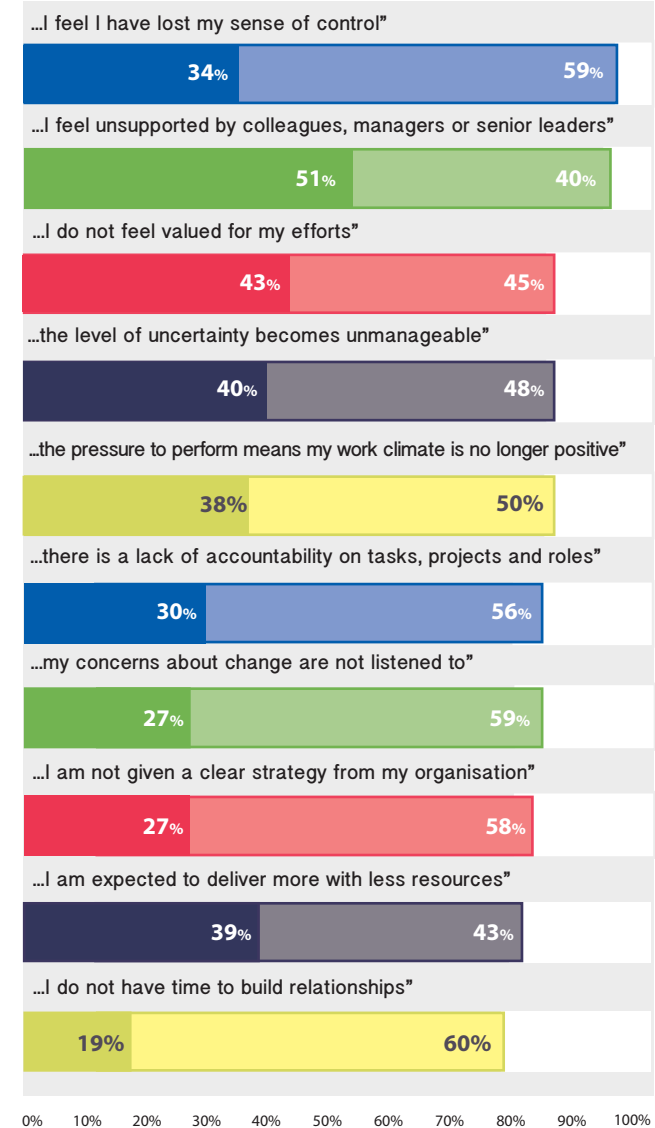
A high trust culture equals a high performance culture that is ready for growth and change.

We asked the UK workforce to rank the impact on their productivity at work.

"I do not perform well when..."



Significant impact ————— Some impact ————— No impact



Global Edge view

Know me. Focus me. Value me.

Again these results highlight that maintaining high levels of performance requires the essential ingredients of *trust*, *openness* and *honesty* within your organisation. The route to creating this high trust culture is to ensure dynamic conversations become a normal part of everyday life at work. We encourage leaders to work with their people on three critical elements:

Know me – understanding their teams will mean they can both challenge and support them to achieve their potential.

Focus me – being clear and assertive has a direct link to perceptions of honesty. Challenging directly and fairly will actually help to create a sense of trust.

Value me – ensuring their teams feel valued for their contribution.

