



THE RIGHT FIT: ENHANCING CLUBS/FACILITIES TALENT ACQUISITION & RETENTION

CHANGE MANAGEMENT & CULTURE ALIGNMENT

1 CHANGE MANAGEMENT & IMPLEMENTATION

A OVERCOMING RESISTANCE TO CHANGE WITHIN THE ORGANIZATION:

Change often meets resistance, and it is important to address and overcome it. Transparency and clarity can assist in this. This can be done by creating a sense of urgency and communicating the need for change. Engage with employees and stakeholders to understand their concerns and address them through this open and transparent communication. Provide training and support to help employees adapt to the changes and highlight the positive outcomes that the change will bring. As well, communicating upcoming changes early can also reduce stress levels and help employees plan/adapt accordingly. Understand, it's a process and may take some time.

B DEVELOPING A CHANGE MANAGEMENT PLAN AND TIMELINE:

A well-defined change management plan outlines the steps, resources (associated budget, staffing etc.), and timeline needed for successful implementation. It should include identifying the objectives, defining roles and responsibilities, setting milestones, and establishing a clear timeline. The plan should also consider potential risks and mitigation strategies. By having a structured plan in place, the implementation process becomes more organized and manageable. Tools/models like S.M.A.R.T goals and project management tools can be used, keep things organized, timely, and support accountability and transparency.

C ENGAGING STAFF/KEY STAKEHOLDERS AND SECURING BUY-IN:

Engaging staff/key stakeholders is crucial for successful change implementation. Identify the individuals or groups who will be directly impacted by the change and involve them in the decision-making process. Seek their input, address their concerns, and involve them in the planning and implementation stages. By securing their buy-in and involvement, you can build support and increase success.

D COMMUNICATING THE RATIONALE FOR THE PROPOSED CHANGES AND THEIR BENEFITS:

Understanding purpose is a big thing. Clear and effective communication is essential during change implementation. Clearly communicate the reasons behind the proposed changes, including the benefits they will bring to the organization, employees, and stakeholders. Use multiple channels to ensure that the message reaches all relevant parties. Whenever possible use tailored communication to address different perspectives and highlight the positive outcomes of the changes.

E MONITORING THE EFFECTIVENESS OF NEW TALENT ACQUISITION & RETENTION INITIATIVES:

During the implementation phase, execute the planned changes systematically and ensure that the new talent acquisition & retention initiatives are effectively implemented. This may involve

updating policies and procedures, training employees on new processes, and integrating the initiatives into daily operations. Establish key performance indicators (KPIs) to monitor the effectiveness of the initiatives and track progress towards the desired outcomes.

F MAKING NECESSARY ADJUSTMENTS BASED ON FEEDBACK AND EVALUATION:

'Taking a temperature check' evaluates the state of things. Continuous evaluation and feedback are essential to gauge the success of the change implementation and make necessary adjustments. Monitor the impact of the new talent acquisition & retention initiatives and gather feedback from employees and stakeholders. Analyze the data, identify areas for improvement, and make adjustments to enhance the effectiveness of the initiatives. Regularly communicate the progress and changes to keep everyone informed and engaged.

SUMMARY

By following these steps, clubs/facilities can effectively execute change management and implementation. Overcoming resistance, developing a comprehensive plan, be engaging increasing engagement, communicating effectively, implementing the initiatives, and monitoring progress are key to successfully driving change and achieving the desired talent acquisition & retention outcomes.



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