



The
Trillium
Group
Conflict Management Experts

BUILDING CONSTRUCTIVE ORGANISATIONAL CULTURES

- What is it?** An approach to implementing organisational change and new business strategies based on “Interest Based Principles”.
- Outcomes** Organisational change takes place with higher levels of participation and engagement from employees and other stakeholders (e.g. unions, suppliers and contractors). The creativity of employees and other stakeholders is harnessed productively, and higher levels of innovation are exhibited during the change process. Disputation is minimised and the speed of change is greatly accelerated. By products are improved communications and better working relationships.
- Features** An adaptive approach where all parties take collective responsibility for change. Can accommodate varying degrees of change, from small departmental improvements, to major organisational change involving new structures and processes. Applicable also to Merger and Acquisition strategies, and the building of new Joint Ventures or Strategic Alliances with other organisations.

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