

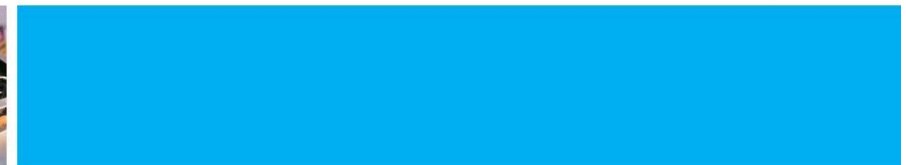
Management of change

It's more difficult than you think

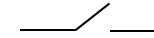
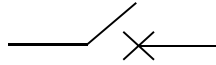
Hasmita Chhima

APEX 2014

TRANSPower

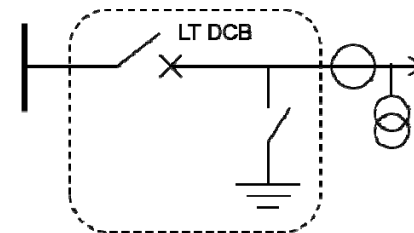
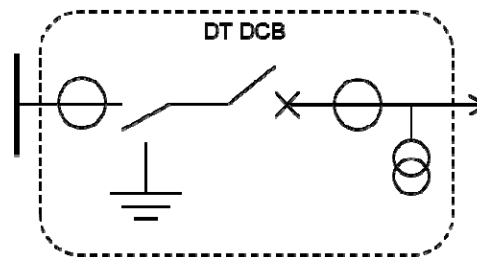


Existing equipment on grid

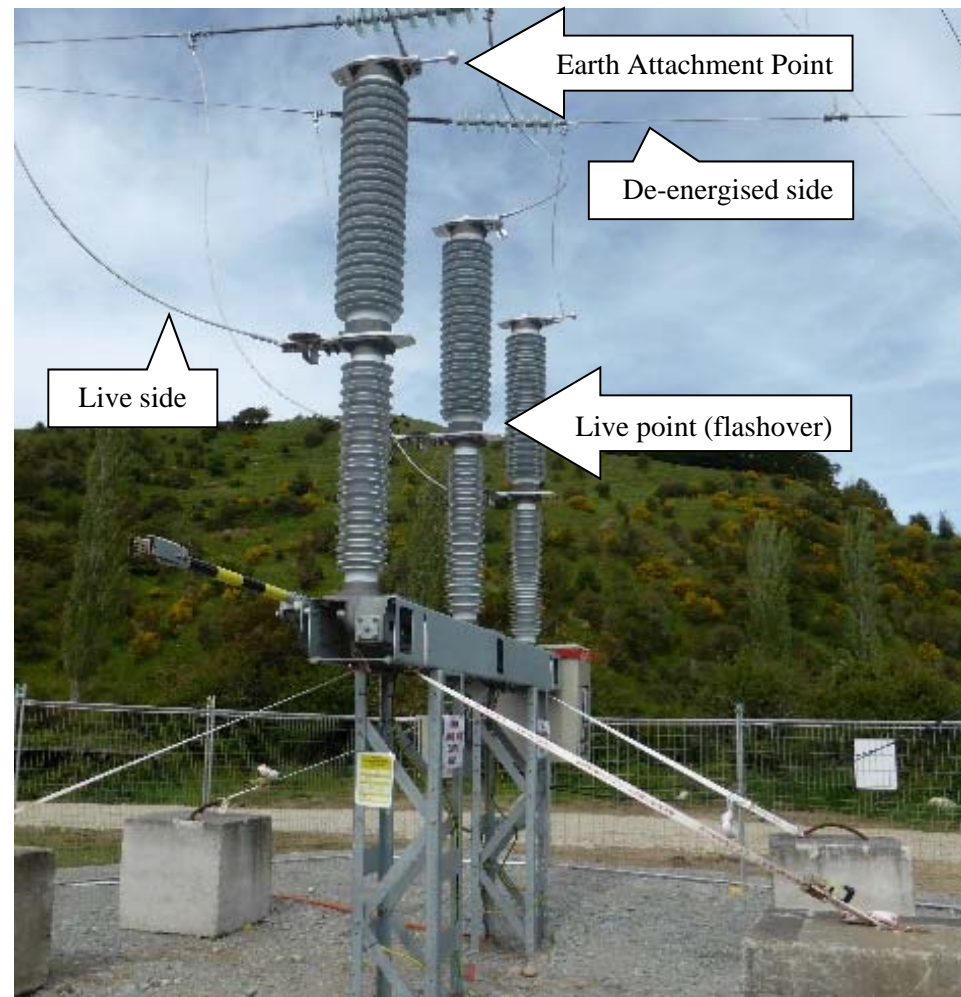


Disconnecting Circuit Breakers

- Capital cost reduction
- Maintenance cost reduction
- Reduce maintenance outages



Near miss incident



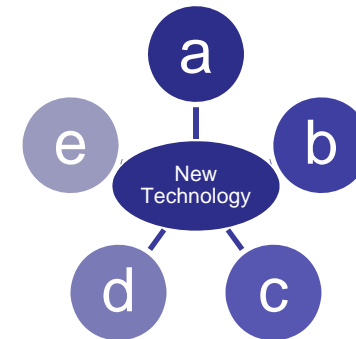
Incident Recommendations

- Develop a change management policy
- Develop a design review policy
- Update documentation
- Add temporary warning signs on DCBs
- Update training documentation



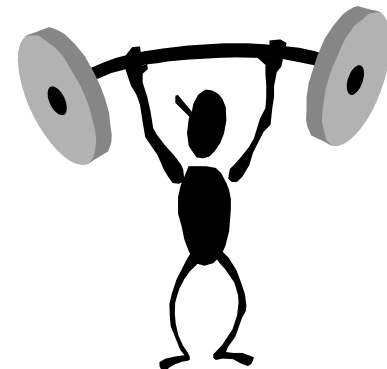
Overview of Managing Change

- Brainstorm
- Cover all aspects
- Communication plan
- Follow up



Difficulties encountered with change

- Environment and technology
- People and organisation
- Show and explain benefit



Difficulty of change

Least challenging

Most challenging

Level 1

Level 2

Level 3

Increasing organisational scope

Increasing innovation and uncertainty

Increasing resistance

Increasing cultural challenge

Decreasing management change skill



Aspects to be covered when implementing change



Learnings

- It can be more difficult than you think
- Identify the risks
- It's about people/ organisation more than technology
- May require wide engagement
- Negotiating/ following up



It's in your hands

As an Engineer you are the leader of change

How can you make sure the relevant steps are covered when introducing change?

