



Change Agency Initiative

2066/15 Gizenga Road, Woodlands, Lusaka: PO Box 32103: Tel: 236874, 0955773768, 0966753502

THIS CONCERNS ME!

RE: TRAINING WORKSHOP: THE ROLE OF CHANGE MANAGEMENT IN PERFORMANCE MANAGEMENT, 22 – 23 NOVEMBER 2016, LIVINGSTONE, ZAMBIA

It is with great pleasure that the Change Agency Initiative (CAI) introduces to you “*The Role of Change Management in Performance Management*” Workshop. For more than a decade we have heard leaders at all levels, including the Presidency, encouraging us as Zambians to change our Mindset about almost all aspects of our lives. Recently, the Republican President, His Excellency Mr. Edgar C. Lungu in his speech for the official opening of the First Session of the 12th National Assembly on 30th September 2016 mentioned the need for mindset change almost 10 times.

Why do most organisations struggle with managing the people side of change even though change is a constant in our lives? Some of the changes we experience as corporates are:

- We experience change whenever we transition individuals, teams or even organizations from one state to another.
- The change could be due to the introduction of a new policy,
- Change in business processes,
- Changing the organisational structure,
- Cultural changes or any mode of operation that significantly changes the shape or nature of an organisation.
- Demand by top Leadership to shift mindset or be left behind

As CAI, we note that most companies and institutions are undertaking their strategic and business planning exercise with the hope of implementing the new strategies come 1st January 2017. However, many institutions do not have a detailed organisational change management plan in place to help them achieve their objectives even though the technical changes are clearly articulated and resourced.

In view of the above CAI has developed a series of training workshops tackling Mindset Change issues from various angles. We have lined up some practical performance related workshops as follows:

- Change Management and the role it plays in managing employee performance. It will be held from **22 to 23 November 2016 at Warm Harbour Hotel in Livingstone.**
- Change Management and the role it plays in managing employee performance. It will be held from **30th November to 2nd December 2016 in Lusaka**

Find attached a summary of the programme and booking form which your organisation can use to participate in this highly relevant and topical training workshop. In addition, we are



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offering a Motivation, if you book 4 participants, you can get the 5th participant at a massive discount of 50% off.

WE are available to answer any clarifications which you might have regarding this and other capacity building programmes which we run. For that, kindly contact the undersigned on 0966753502 or 0955881455 or via email on clairek.limbwambwa@gmail.com with copy to info@thechangeagencyinitiative.com. You may also visit and like our Facebook page The Change Agency Initiative and visit our website on www.thechangeagencyinitiative.com.

Yours Sincerely

The Change Agency Initiative

A handwritten signature in blue ink, appearing to read 'Claire K Limbwambwa', written in a cursive style.

Claire K Limbwambwa

Lead Consultant-HR & Strategy