



**Reframing
the
Future**

Developing Australia's VET workforce to
implement the national training system

Continuous Improvement in VET

Readiness for change in VET organisations

Effective approaches to continuous improvement include a deep understanding of the readiness of your organisation for change.

The following questions are adapted from Ann Brewer (*Change Management, Strategies for Australian Organisations*, 1995, pp.44–47) to provide you with a basis for analysing the readiness for change in your organisation.

Consider the following questions in relation to your own, proposed continuous improvement activities this year in your organisation:

1. How have past changes been carried out in your organisation?

2. What were the after-effects of the changes?

3. What are the various ways in which your staff act when confronted with a proposed change?

4. Think of a possible change for your organisation:

(i) What are likely to be regarded as the potential losses and expected gains from the possible change?

(ii) Who will benefit from the change?

(iii) What fears and expectations will be triggered by the change?

(iv) How will the change influence the tone and operating style of your organisation?

(v) What is the extent to which expected gains outweigh losses?

(vi) What barriers face this change?

5. Finally, and in summary, how ready is your organisation for change?

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