



Company Move: Organizational Development Support

Problem

The people in a large federal agency that had been in one location for 75 years now had to move into a new building on the other side of the metropolitan area, necessitating enormous changes in travel schedules. The move had been in the planning stage for years but was now a reality. The agency was moving to a brand new building, close to a public transit stop in the suburbs. Despite the promise of a new building the people were wary of the move and faced it at first with denial, then great misgivings.

Solution

Gilburg Leadership Institute (GLI) was asked to orchestrate the transition process for the agency to make the move to the new building with as much positive support as could be mustered. We ran a series of workshops for all the employees over a 5 week period to acquaint them with the emotional process of dealing with transitions. In addition, we designed a transition ritual for each of the 10 offices to do as they left the old building and then resettled in the new one

Result

The move was completed over a 6 month period, one office moving at a time. Because the agency took the time to prepare the people to make the transition, they accomplished the move with virtually no resistance from the employees. They did have the usual logistical glitches that often occur, but for the most part the employees took it all in stride and got back to work in record time. With some investment of time, energy and money up front, the Agency was able to get back to business as usual without having to retroactively address the inevitable resistance to such monumental change. GLI believes it is the leader's job to successfully navigate change and ensure the smoothest transitions from the old to the new. The Agency leadership took that charge seriously to accomplish this challenge.

For more information contact Gilburg Leadership Institute, Inc. at 413-534-6934, or visit our website: www.gilburgleadership.com.