

## **Minister calls for change management to be taken seriously**

Public Works Minister TW Nxesi, MP has called for change management to be clearly flagged on the Annual Performance Plan.

Speaking during the Strategic Planning Session at Saint George Hotel, he admitted that the Department had not always been strong on change management.

“Let me give a specific example, in relation to this current strategic planning exercise, do we have in place a plan to communicate the outcomes of this exercise to the rest of the organisation and to ensure that in every branch, division and unit, you have the full buy-in of your people,” said the Minister.

Minister Nxesi emphasised that ownership of the APPs starts here with the leadership, but to implement it successfully requires the informed participation of every member of your team.

“Where we register progress, no matter how small, make sure that you thank your people for the work done, and then communicate it to the rest of the organisation and a wider public where this is appropriate. This is a critical part of change management and also for rebuilding the reputation of Public Works,” said Minister Nxesi.

The Minister concluded by thanking the leadership of the Department for the good work done in the past year.