

**When you introduce change to the organization, you are ultimately going to be impacting one or more of the following:**

- **Culture**
- Processes
- **Systems**
- Organizational **structure**
- Job roles

# Obstacles are often.....

- **Competence** – Lack of knowledge and competence in the organisation
- **Lack of systems** – The organisation lack system for communication, evaluation, follow-up and reward
- **Structures** – "We usually do it like this...."
- **Internal motivation** – People do not understand why and are therefore unable to see the incentive for them
- More on this later...