

# HRTECH Outlook

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## Top 10 HR Change Management Consulting/Services Companies in APAC – 2019

**W**ith the help of a guided and well-planned approach to change management, HR departments can strategically retrain their people to be more adaptive and receptive of new regimes and management styles. And, as change is not always easy to accept in an individual's life, developing the right methods and techniques to adapt the 'change' effectively and efficiently to all parties involved is very important.

In the wake of these technology transitions, we are glad to feature Prosci, a leading organization in change management and the provider of choice for most Fortune 100 companies. Prosci combines scientific research with the people side of change to deliver result-focused solutions that enable clients to achieve change and grow organizational change capability. Another featured company, Bill Synnot and Associates (BSA), leverages its change management expertise, nurtured over the last four decades, to offer a wide range of HR services for over organizations worldwide. With executive coaching, team development, consultancy, facilitating, and training,

the team BSA has worked with over 700 clients across the globe in identifying and enacting change transformations, endeavors, and initiatives. Also contributing extensively to the field are PACE, HumanCapient Consulting, The Consulting Space, and Lim-Loges & Masters (LLM), each of which are human resources specialists in assisting clients with organizational transformation. Alongside, we have wm consulting. This company offers effective leadership and talent development, corporate coaching, organizational development, and cultural transformation services for enterprises across all verticals.

With several innovative technological capabilities and success stories up its sleeves, these HR consulting and services companies are spearheading the charge toward fulfilling the rising demands of the industry. We hope this issue of the HR Tech Outlook helps you build the partnership you and your firm needs to foster a technologically-driven change management environment.

We present to you HR Tech Outlook's "Top 10 HR Change Management Consulting/Services Companies in APAC – 2019."



**Company:**  
wm consulting

**Description:**  
wm consulting offers leadership and talent development, corporate coaching, organizational development, and cultural transformation services

**Key Person:**  
Ban Weston  
Managing Director

**Website:**  
[wmconsulting.com.au](http://wmconsulting.com.au)

# wm consulting Change Management Strategists

“**T**o influence effective change in any organization, simplicity and consistency is key. Developing a clear and simple inspirational message about your vision and mission creates the right framework for the organization to bring in the necessary change management culture,” says Ban Weston, Managing Director of wm consulting.

According to Ban, the critical factor is to give people context and create an environment in which employees can develop and grow. “Make sure employees understand their role in implementing the change and are fully on board. Win employees’ hearts by communicating the vision and strategy for change ‘relentlessly,’ using every reliable channel,” states Ban.

Australia-based wm consulting, a leader in leadership and organizational development practice, effectively tackles the complex scenarios brought forth by change through its comprehensive range of consulting services. The company primarily focuses on mobilizing and transforming the culture of businesses and specializes in leadership and talent development, corporate coaching, organizational development, and cultural transformation to help organizations accomplish a successful business transformation.

Ban notes that although it’s important to engage employees at every level early on, all successful change management initiatives start at the top, with a committed and well-aligned group of executives strongly supported by the CEO. wm consulting’s services establish a solid foundation for leaders to develop positive behavior toward implementing, managing, and embracing change. At the onset of each new project, wm engages in a strategic business analysis where they interview individuals in the executive team and the next layer of leaders. The data attained from this analysis enables wm consulting to get an understanding of how the leaders are perceived and how effective they are in driving a high performing work culture to spur meaningful change.

“We also provide a 360-degree analysis of the executive team and next level leaders through credible self-awareness behavioral profiling tools such as LSI,” adds Ban. This tool provides insights into individual and team


styles of leadership. The data obtained from meaningful and tough discussions with leaders lead to a coherent vision and plan for change.

Another significant offering by wm consulting is its customized capability development framework. With change, organizations need to be very clear about the shift in the focus and behaviors. This is one of the most critical steps of any change initiative, ensuring that people’s daily behaviors reflect the imperative of change. “Start by defining a few critical behaviors that is required for success, then conduct everyday business with those behaviors relentlessly,” explains Ban. “Senior leaders must visibly model these new behaviors themselves, right from the start because employees will believe real change is occurring only when they see it happening at the top of the organization.”

The firm has also developed various coaching and leadership programs to equip leaders with the needed confidence and effective communication/coaching skills to hold rigorous conversations with their teams to enforce the change.

Elaborating on their unparalleled change management capabilities, Ban recalls an example where a client struggling with a dysfunctional work environment that was negatively impacting their business, approached wm consulting for assistance. wm consulting assessed the client’s current business and leadership styles to understand their strengths, weaknesses, and behaviors. Subsequently, wm consulting started one-on-one coaching, change management, and leadership programs to enable leaders to drive the workforce through the change. wm consulting even developed a

personalized capability framework to support high-performance activities across various business roles for the client. In just 18 months, the client witnessed fundamental shifts in their productivity and performance. “Employees were ambitious in attaining the organization’s business goals. Their success was publicly celebrated that further boosted their attitude toward supporting change,” states Ban.

As for the future, wm consulting aspires to continue on its journey of inspiring leaders to manage and support change in their organizations. On the cards are geographical expansions as well as new technologies and strategies to supplement its current services portfolio. 



Ban Weston