



CHEMISTRY CONSULTING GROUP
HR IN-BRIEF | OCTOBER 2019

CHANGE MANAGEMENT

Leading Successful Organizational Change

Fall is a time for change. As an employer, you understand that change is vital to achieving growth and competitive advantage. However, many employers struggle with change management, identifying challenges within the communication, implementation, and monitoring of the change process. For October, we have provided you with a variety of resources aimed to provide you with important considerations for change management.



Strategies for Leading Remote Workers Through Change

by Deb Walker

With change being a regular and frequent presence in both personal and professional contexts, leaders going forward will require strong communication strategies in order to foster resiliency among remote employees.

[Read more here ...](#)

Principles of Process: Implementing Successful Change Management Through Empathy and Empowerment

by Business 2 Community

Instead of making assumptions, change management experts urge management to use principles of design thinking to help initiate the change process.



[Read more here ...](#)



This is Why 70% of Change Management Strategies Fail

by Human Resources Director

Profitable small businesses recognize that it's not so much what employees currently know that shapes a company's future - it's what they must eventually know that's most important.

[Read more here ...](#)



The Ultimate List of Change Management Tools to Drive Change Like a Pro

by Creately

In order to ensure a smooth transition from the current state to the desired state of business, you need the correct change management tools and resources at hand.

[Read more here ...](#)



The Role of Technology in Change Management

by Human Resources Today

When it comes to change management, technology should be used to ensure that the workforce is informed at the same time, in real-time and with information that is relevant to them.

[Read more here ...](#)

Quotes on Change Management

Change does not roll in on the wheels of inevitability, but comes through continuous struggle.

Martin Luther King, Jr.



Change is hard because people overestimate the value of what they have —and underestimate the value of what they may gain by giving that up.

James Belasco and Ralph Stayer, Authors of 'Flight of the Buffalo'

If you do not change direction, you may end up where you are heading.

Lao Tzu, Philosopher



HR News Corner

Unemployment Statistics

Source: [Labour Force Survey, September 2019](#)

	Jul-19	Aug-19	Sep-19
VICTORIA	3.8%	3.3%	3.2%
VANCOUVER	4.0%	4.4%	4.6%
BC	4.4%	5.0%	4.8%
CALGARY	6.9%	7.3%	7.1%
ALBERTA	7.0%	7.2%	6.6%
CANADA	5.7%	5.7%	5.5%

HR in the News

['Substantial' Loss of BC Forestry Jobs Due to Weak Market, Employer Warns](#)

The Canadian Press, 10 Sept 2019

[Salaries Expected to Grow by 2.7 Per Cent in 2020: Survey](#)

Canadian HR Reporter, 1 Oct 2019

[Cost of Living Drops for Families in Tofino and Ucluelet](#)

Tofino-Ucluelet Westerly News, 1 Oct 2019

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