Management of Organizational Change

The Operational Sustainability, LLC® (OS) OESuite™ Management of Change (MOC) and Management of Organizational Change (MOOC) Modules allow you to identify an organizational structure, and then better plan for and manage organizational / personnel change. As staffing needs are identified, key roles can be filled without exposing your organization to unacceptable risks. Companies can effectively plan for complex interactions such as mergers, acquisitions, and staffing during capital projects. OESuite can help you manage organizational / personnel changes, including those shown in Figure 1.

Employee credentials, employment and training history, competency, performance reviews, potential job fit, role distribution, succession planning, and potential candidate status are all tracked in the MOOC module.
No two humans are alike, but we cannot allow anything to fall through the cracks when making personnel changes that safe operations. Safe operations requires well-trained, experience personnel in all areas, including operations and maintenance. OESuite’s MOOC Module integrates seamlessly with both the Training Module and Competency Module to provide a real-time, mobile-enabled holistic view of your people and their potential.

MOOC allows companies to ensure that key positions are filled when staffing needs are identified. You can use what-if scenarios to look at potential impacts of both complex organizational movements and of anchor positions going unfilled. It starts with initiating an organizational / personnel change in the MOC Module. Within the MOC Module, specific review checklists can be created for both temporary and permanent replacement personnel.

As candidates are evaluated, data is moved to the MOOC Module, where specific details (e.g., organizational hierarchy, evaluation information such as risks / concerns / pay requirements / location constraints, candidate scoring based on roles required, temporary changes, replacement processes for personnel changes, and selected candidate / new roles) are addressed. Companies can also leverage an anchor hire model to illuminate key staff who are mission-critical to operating a sustainable plant and organization.

MOC / MOOC Technical Content Jump Starts Your Process

OS assists clients with both MOC and MOOC through our available business processes, standards, policies, procedures, and field guides. Our technical content has detailed risk assessment methodologies, transition guidelines, initial orientation checklists, and other key content to ensure changes are made without exposing an organization to additional risk.
Management of Organizational Change

Field Guide
(Standard for field implementation)

Procedure
(Establishes proper steps to take)

Standard
(Assigns quantifiable measures)

Policy
(Identifies issues and scope)

- Management of Change Standard
- Management of Change Procedure
  (Facility/Technology Change only)
- Pre-Startup Safety Review Policy
- Pre-Startup Safety Review Procedure
- Management of Organizational Change Standard
- Management of Organizational Change Procedure
- Alarm Change Procedure
- Alarm Change Standard
- Management of Change Field Guide
- Pre-Startup Safety Review Field Guide
- Management of Organizational Change Field Guide

Figure 3 – OS Technical Content for MOC and MOOC

Extended OESuite™ Modules

For more information email us at info@DrivingOE.com or call (713) 355-2900.
Operational Sustainability, LLC® makes operational excellence simple.

Succeeding in today’s complex, highly-regulated industries depends on how well your company manages operational risk and enables operational discipline. Our world-class advisory services and our industry-leading cloud-based, highly configurable software work together to enable your company to realize operational excellence and sustained operational integrity to support an OE 4.0 framework. We identify and help you solve any issues to move to a real-time, mobilized risk-aware culture. With an average of more than 30 years of industry experience each, our advisors can design a solution tailored to your company’s culture and needs.

Learn how Operational Sustainability can advise, train, and guide your workforce with the most comprehensive and effective operational excellence software and consulting services available today. See our full slate of free webinars, white papers, detailed module information, and scheduled workshops online at www.DrivingOE.com.

Schedule your free consultation and demo today.