



A practical approach to change management

To assist with the implementation of both projects, Richard Renger has joined the HAF Change and Communications team. Richard has a wealth of local government experience, and brings with him a hands-on, practical approach to change management.

The HAF Programme welcomes Richard who will be assisting the HAF-eDA and HAF-T5 teams with the operational and cultural reform components of the projects.

As Change Manager, Richard will be ensuring councils gain the full benefits of the HAF Programme by tailoring the change approach to suit the needs of each council. Richard will be available to assist councils in all areas of change management, including:

- Transitioning and adjusting to new systems/approaches
- Training and development
- Go-Live management
- Establishing new practices
- Sustaining newly implemented planning tools.

A large part of the change process will involve Richard and Damian Dancer, HAF Change Project Officer, assisting with the Risk Analysis Workshops. Throughout these workshops, Richard and Damian will be working with the T5 project team to discuss each council's DA processes and current culture.

The HAF Change and Communications team will use these workshops as another opportunity to review and understand the implementation challenges and issues faced by council from the perspective of town planners, engineers and specialists.

Toowoomba is the first council to complete their Risk Analysis Workshops, and have found it to be a productive and worthwhile experience. The HAF team looks forward to working with the remaining councils to complete their workshops.

For further information about HAF eDA and T5 change management activities, Richard Renger can be contacted on (07) 3000 2304 or via email: richard.renger@hafqld.net.

