

Research project 2018/19

## **Building change-ready, change-capable teams**

Having change-ready, change-capable teams is at the heart of any organisation's dynamic capability. In practice, however, we know that change can engender both resistance and overload in the people involved, and that teams often don't feel ready and able for change. So, developing a better understanding of the underpinnings of change-ready, change-capable teams stands to benefit *both* organisations *and* the people involved.

We will be exploring the question of developing change-capable teams from two perspectives:

1. contextual conditions contributing to change-readiness and change-capability at a team level
2. personal attributes contributing to change-readiness and change-capability of teams.

This is a joint project between The Henley Forum and the IES (Institute for Employment Studies) HR Research Network. We will report back at our Henley Forum Annual Conference on 06-07 March 2019. For more information, please contact project lead Dr Sharon Varney [sharon.varney@henley.ac.uk](mailto:sharon.varney@henley.ac.uk)