



Change Management

> *Presentation of line of work*

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VANTAZ
Specialized
Mining
Consulting



20
years

+200
consultants

+1300
projects

The Vantaz Group

We are a group of international companies, with a presence in Chile, Peru, and Australia, born out of the need to provide a comprehensive value proposition to the mining industry.



Offices:



Chile



Australia



Peru



USA





Our change
management
line



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Why change management?

— In the mining business, there are important changes happening in the business structure, enabling technologies, digitalisation, diversity and inclusion, and many others.

- Every time there is a difference between what happened or happens (past or present) and what will happen or is expected to happen (future), this produces uncertainty.
- People need to reduce this uncertainty, and thereby increase the likelihood of adopting changes.

To reduce this uncertainty, work methods are used with customers to strengthen the adoption of changes and strengthen our human capital.



Advising in
Preparation and
Management of
Interested Parties



Training and
Implementation
Strategies



Communication
and
Implementation
Strategies



Change
Monitoring &
Lessons Learned



Advising in Preparation and Management of Interested Parties

- Impact analysis.
- Stakeholder identification.
- Readiness assessment.

4 key dimensions of change management Change Management

— Impact analysis

- Analysis of strategic definitions that sustain the change programme.
- Establishing the vision of change.
- Identification of change impacts (analysis of the current/future situation).
- Identification of risks and mitigations.

— Stakeholder identification

- Stakeholder identification.
- Stakeholder analysis.
- Identification of change leaders.
- Monitoring strategies and stakeholder management.

— Readiness assessment

- Diagnosis of readiness for change.
- Management of change leadership competencies.
- Change implementation strategies.



Training and Implementation Strategies

- Analysis of training needs.
- Design of training programs.
- Implementation of training programs.

4 key dimensions of change management Change Management

— Analysis of training needs

- Training needs detection matrices.
- Formulation of training curricula.
- Training planning.

— Design of training programs

- Development of training modules.
- Content development.
- Development of e-learning platforms.

— Implementation of training programs

- Training the trainers.
- Training change leaders.
- Monitoring and measuring training results.
- Management reports /progress curves /results dashboard.



Communication and Implementation Strategies

- Establishment of key messages.
- Design of media and channels.
- Monitoring communications management.

4 key dimensions of change management Change Management

- **Establishment of key messages**
 - Design of central pitch.
 - Design of messages for different audiences.
 - Communications planning.
- **Design of media and channels**
 - Identification of media and channels.
 - Media and channels strategy.
 - Monitoring of media effectiveness.
- **Monitoring communications management**
 - Design of communications management indicators.
 - Design of management dashboards.



Monitoring Change & Lessons Learned

- Evaluation of change management.
- Lessons learned workshops.
- Change reinforcement strategies.

4 key dimensions of change management Change Management

— Evaluation of change management

- Qualitative analysis of results.
- Quantitative analysis of results.
- Interviews and surveys.
- Results analysis workshops.

— Lessons learned workshops

- Design of lessons learned workshops.
- Implementation of workshops.
- Results and reporting analysis.

— Change reinforcement strategies

- Reinforcement of change leader teams.
- Reinforcement of sponsors.
- Training reinforcement strategy.
- Support models.
- Talent management policy alignment models.



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