

Overview of Specialty Area (Organisational Change)

IHRP will award Skills Badges for demonstrated experience and application of skills within this Specialty Area. The following document details the Specialty Area and its corresponding skills:

Points to note:

Proficient level: The skills under the Organisational Change specialty area is with reference to the competency "Demonstrate Change Leadership" under the IHRP Body of Competencies (BoCs) and the "Technical Skills and Competencies (TSCs)" level 3 to 4 under the Skills Framework for HR

Advanced Level: The skills under the Organisational Change specialty area is with reference to the competency "Demonstrate Change Leadership" under the IHRP BoCs and the "Technical Skills and Competencies (TSCs)" level 5 to 6 under the Skills Framework for HR

You may refer to this link to find out more information on IHRP BoCs: <https://www.ihrp.sg/ihrp-body-of-competencies/>

You may click [here](#) to download the PDF containing the Technical Skills and Competencies Reference from the Skills Framework for HR.

Speciality Area: Organisational Change

Definition: Build and effect organisation-wide transformation

Skill	Definition
Building Business Case for Change	Articulate the business imperative for change and how change will enable business success.
Change Program Design	Design change programs based on stakeholder analysis, change impact analysis and change readiness assessment. May involve employing iterative and/or design thinking approaches.
Change Implementation (Communication & Enablement)	Build a change management plan which appropriately accounts for communications, training, and other programmatic aspects, incorporating methods to ensure that change sticks.
Culture Change	Understand the impact of the change on organisational culture, including aspects such as leadership, people practices and enabling infrastructure or processes and tailoring change initiatives accordingly to drive change that sticks.
Change Leadership*	Understand the role of leaders in change management and how they can work to empower people at all levels, creating urgency and drive change at an organisational level.

*Denotes skills assessed for Advanced level badges