

# corpra

## KnowledgeEdition20

### Change or be Changed

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*So why do we always leave change until the gates of hell loom large?*

Why do we seem to need cataclysmic events to make us change?

Why is it that clear-cut logical reasons to change don't inspire us, but looming disaster and the consequences of our inaction staring us in the face, do?

In many ways it is that primal human reaction - fight or flight. Confront a problem or run away from it.

But it doesn't have to be like this. Changing the way we work CAN be achieved without a coronary thrombosis and a bucketful of stress.

And it is remarkably simple - just move your business home.

Take your company or organisation, relocate it, keep the good routines and consign the bad ones to the skip on your way out.

And you could reduce your carbon footprint at the same time.



Recent research carried out over a ten-year period, shows that there is an incredibly high success rate for change programmes when deliberately combined with business relocation.

Even dramatic reductions in workspace per person and substantial changes in working routines are often adopted quickly by a willing workforce.

Of course the move must reflect the new values, routines and goals of your firm. And to offset the old inertia, employees must feel genuinely part of the decision to move.

But if you combine organisational change with moving property, the results are outstanding.

Just think. A lower cost base, a vibrant, greener, working environment, the flexibility of a new home.

Far more interesting than a new IT process manual or yet another new mission statement.

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