

IAM

Global Conference London

How to manage change in asset management organizations?

Theory and best practices from NxtGen perspective.

Who are we?



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Questions we answer today



1. Why change management?
2. How does change effect an organization?
3. How to help people manage change?
4. How does NxtGen support change management in asset management organizations?

1. Why change management?

According to the NEW ISO 55000:2024 change management is needed for:

4.3 Outcomes and benefits from asset management

The primary outcomes of asset management are the realization of value and the achievement of organizational objectives. There are also some characteristics that result from the implementation of a systematic approach to asset management, including the following:

- Assurance: Asset management provides better organizational oversight and accountability. It assures that the right decisions are being made, the right resources and activities applied, and that assets can fulfil their required purposes over the time frames of such requirements.
- Adaptability: Asset management enables organizations to adapt more rapidly and effectively to changes in the internal and external context. This is achieved through monitoring internal and external environments, stakeholder involvement and responsive business cycles in planning and reporting.

uncertainties and opportunities to realize value. It considers environmental, social and economic sustainability, spanning the entire asset life cycle. Sustainability is achieved by looking beyond short-term needs and priorities to consider future impacts and consequences, in order to develop and deliver sustainable plans and activities.

4.5 Asset management improvement and maturity

5 Leadership

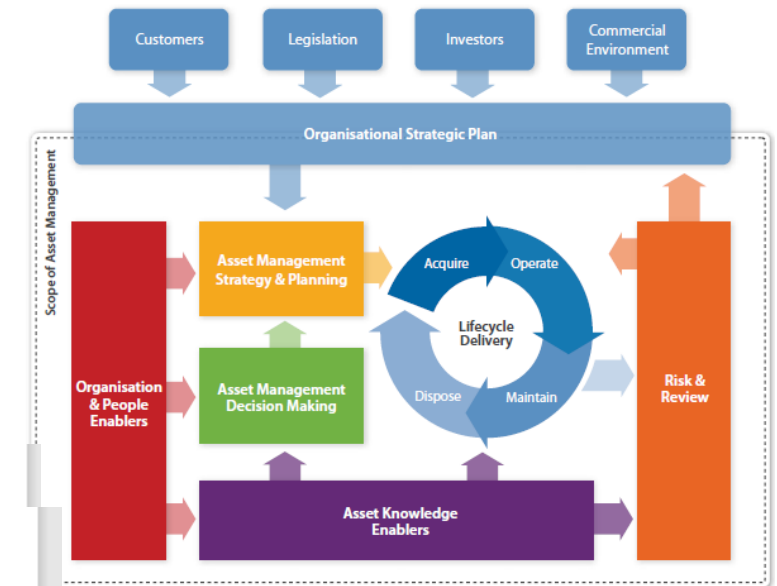
5.1 Leadership and commitment

Top management shall demonstrate leadership and commitment with respect to the asset management system by:

8.2 Control of change

The organization shall control planned changes and review the unintended consequences of changes, taking action to mitigate any adverse effects, as necessary.

Besides: volatility is all around us



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1. Why change management?

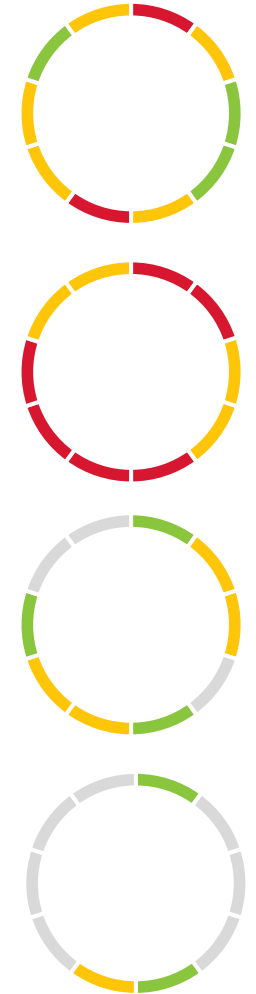
With Change Management



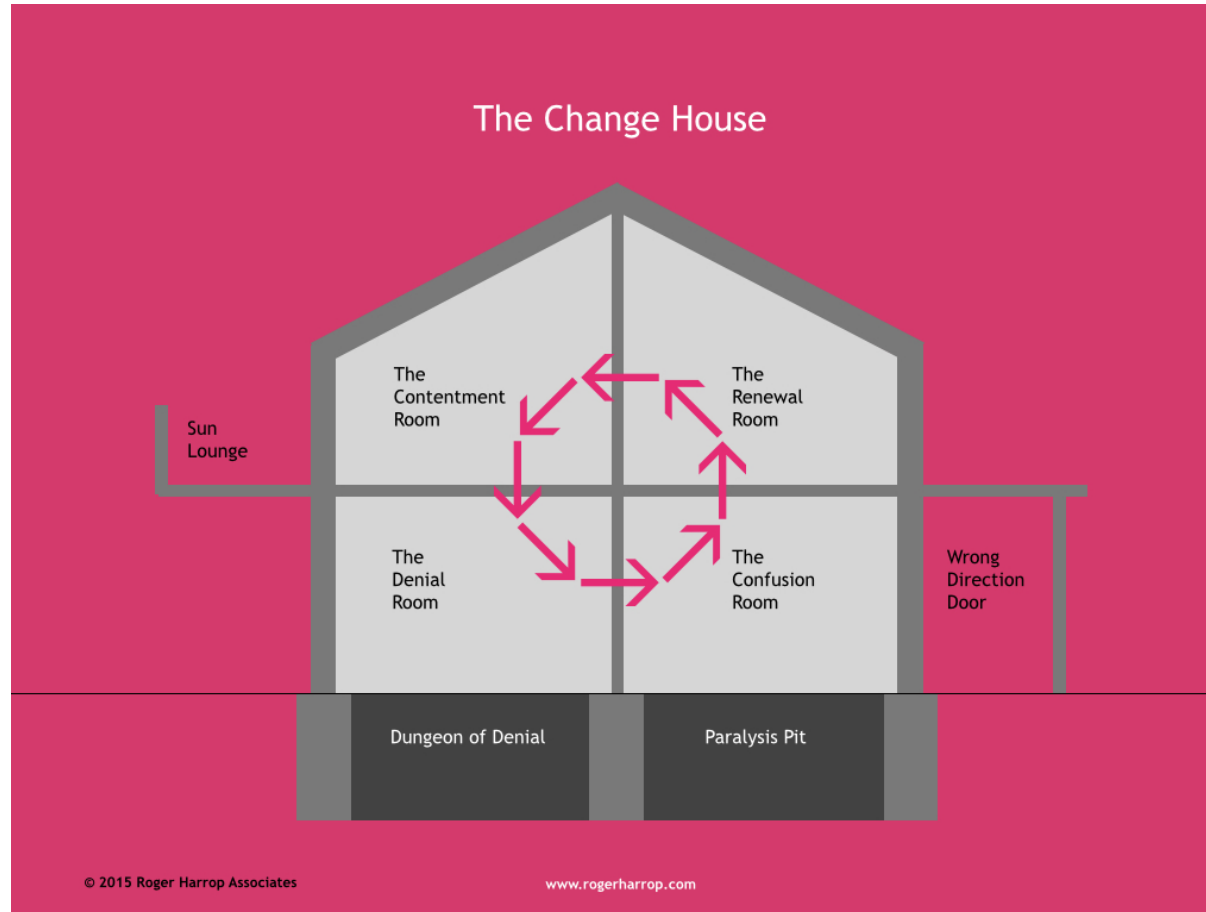
Without Change Management



2. Effect of change in asset management organizations



2. Effect of change in asset management organizations



3. Helping people manage change

ADKAR



Awareness

Ensure awareness of issues



Desire

Incentivize with benefits and consequences



Knowledge

Know how to create and how to sustain change



Ability

Closing the skills gap that limits change



Reinforcement

Measuring and rewarding wins

4. NxtGen



Who We Are

NxtGen is IAM's network for people who are **new to asset management** including students, people starting out their asset management career, professionals from other disciplines, and anyone interested on the subject. The group was launched in the UK in 2012 and has branches in **Canada, United States of America, United Kingdom, Netherlands, Germany and India**

Our Vision

Our vision is to be a **leading group** for those in the initial stages of their asset management careers, and to become a hub for young professionals across different industries to collaborate, network and advance the asset management practice.

Our Objectives

- Provide a supportive forum for members to learn, share and network.
- Develop an **engaged community** of the next generation of asset managers.
- Promote asset management as a discipline and career choice to students, graduates and professionals.
- Support the individual journey of our members, building knowledge, experience and competence.
- Champion the views of NxtGen members.
- Support the growth and development of the wider IAM

4. NxtGen



New to Asset Management with work experience

- Become IAM associate member
- Complete Foundation Award Training
- **Join NxtGen**
- Attend local chapter events
- Join local chapter mentorship program (if available)

3-5 Years of Asset Management Experience

- Attend local chapter events
- Present at an IAM conference
- Join local chapter mentorship program (if available)
- Complete IAM Certificate training and exam
- Apply to become IAM Member
- Volunteer with a knowledge stream

10+ Years of Asset Management Experience

- Apply for Register of Asset Management Professionals
- Apply to become IAM Fellow
- Volunteer as local chapter board member
- Lead a knowledge stream

New to Asset Management with limited work experience

- Become IAM student or associate member
- Complete Foundation Award Training
- **Join NxtGen**

1-3 Years of Asset Management Experience

- **Join NxtGen**
- Attend local chapter events
- Join local chapter mentorship program (if available)
- Complete IAM Certificate training and exam

5-10 Years of Asset Management Experience

- Speak at local chapter events
- Present at an IAM conference
- Join local chapter mentorship program as a mentor (if available)
- Complete IAM Diploma training and exam
- Lead or volunteer with a knowledge stream

Thank you for attending!

Join NxtGen and
extend your
network beyond
borders



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