

Transformation Portfolio:

# Sellafield Ltd Change Management & Culture Change

## External support for Change Management & Culture Change

Sellafield has led the development of the UK's nuclear industry, from the production of plutonium for the country's nuclear deterrent programme through to the development of nuclear power generation.

Today we are faced with the challenge of cleaning up the legacy of the site's early operations, including some of the most hazardous nuclear facilities in Europe.

As a company we are transforming our business to prepare for the end of reprocessing and delivering our mission as efficiently as possible while providing value for money for the public funding we receive.

### Change Management & Culture Change

Sellafield Ltd has a history of implementing change both in response to external drivers (eg Parent Body Organisation (PBO) competition and Nuclear Decommissioning Authority (NDA) subsidiary model) and internal drivers (eg Integrated Change Programme, Excellence Plan).

Engaging hearts and minds and ensuring change adds value to the operational environment is fundamental to the portfolio success.

Transforming the organisational culture at Sellafield will prove as important as transforming our ways of working. Culture change is crucial to delivering the outcomes and benefits from the business transformation.

Sellafield Ltd intends to build a culture in which everyone has a consistent and high-quality employee experience and where we value, respect and reward highly-productive performance.

### Current Status

The intention to undertake a further competition through the Crown Commercial Services RM6008 MCF2 Lot 3 Complex & Transformation consultancy services framework. The ITT is planned to be issued during January 2019.

### Scope details

- Best practice culture change support
- Provision of Change Management coaching/mentoring support to support the uptake of the Sellafield Ltd Change Management blueprint
- Energising a cadre of change agents across Sellafield Ltd
- Provision of APMG Change Management training to both Foundation and Practitioner level
- Specialist Change Management support for large complex Transformational projects within Sellafield Ltd

### Procurement Value Band

The procurement value band for this procurement is anticipated to be Band E.

