

Executive Sponsorship – Key to Successful Change Management

Carl Carillo

A significant success factor of most change initiatives is the quality of the project sponsorship. Our experience locally compares well with the findings of international research that reveals that when sponsors are visible and active throughout the project the success rates are higher. It means that sponsors must have the adequate authority and must be accessible, knowledgeable about the change, committed and involved.

This presentation will focus on the critical role of the sponsor and the need for organizations to develop organization-wide change management competency.

BIO: Carl L. Carillo

Carl Carillo is the Managing Director and Principal Consultant of **PEOPLE ISSUES LIMITED**, a company formed with a vision of being the preferred provider of leading-edge programs that will contribute to building the required Human Resource competencies among national professionals in all sectors of local business community.

He has extensive experience (thirty-seven years) in the local oil industry in all major divisions – Refining, Exploration, Production as a petroleum engineer at various levels of responsibility, and Human Resources as a Senior HR Professional.

He holds a MSc Organizational Behaviour from the University of London, BSc Natural Sciences (Chemistry and Industrial Chemistry) and a Post-Graduate Diploma in Management Studies from the University of the West Indies. He is a part-time lecturer at the Arthur Lok Jack Graduate School of Business, University of the West Indies, Trinidad & Tobago, for the Master of Human Resource Management (MHRM) and the International Master of Business Administration (IMBA) programs.

He has also developed and delivered courses on non-technical workplace skills for the engineer to the third and fourth year students at the University of Trinidad and Tobago (UTT). He is a member of the Human Resource Management Association of Trinidad and Tobago (HRMATT) and is certified in the PROSCI change management methodologies and tools. He has conducted a number of workshops with senior company officials to build change management competencies. He has also consulted on change management with project teams working in both private and public sector.