

ACTIVE INSPIRE Case Study, Railways



Creating commitment for
new ways of working

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Problem:

How to implement new ways of working throughout the entire nationwide railways maintenance organisation ?

Solution:

Big Question posed to workforce, management and clients:

How to keep trains in schedule?

Ideas gathered with EW process, prioritization by the same group, workshops for foremen to start needed change actions

Creating commitment for new ways of working



Results:

- * Clear commitment for the decided changes
- * Client motivated when being part of the process
- * Anonymous individual process bypassed union issues
- * Main change management focus on systematic internal meeting structure
- * Best practices shared nationwide over the regional borders

Timeline: 5 weeks