



## Five Minutes with... Katia Romania



Katia Romania, Director, KCR Change Management Pty Ltd

### **2. How did you come to perform in a change management related role? What attracted you?**

At university I majored in marketing and management and I suppose in a way, all management styles of today lead to change management. During my early years at NAB I had an opportunity to manage change across select businesses without it being an official role. My last role at NAB solidified that for me as I was the Change and Communications Manager for a project. In my years away from the financial services industry I have continued to work in change management-related roles. The aspects that attracted me – and still attract me – to change management are:

- The opportunity to work with many different people
- The need to remain flexible with all solutions
- The ongoing changing environment
- The challenges

### **3. Why is good change management so critical to the way businesses perform today?**

Change management has always been critical to the way businesses perform. In the past we have probably all seen the implementation of initiatives that have failed due to a lack of investment in time and money or change management. Today, organisations recognise the importance of change management and we are seeing greater investment and an increase in the rate of change. Good change management is critical to embedding changes into any organisation.



Change practitioners bring a level of discipline that enables great ideas to flourish and become embedded in organisational operations.

**4. What makes a great change management practitioner?**

I believe a great change manager has a number of qualities, but the two that are key for me are an ability to build a strong rapport with individuals across all levels of the organization, and someone who can translate change into something that is meaningful for the impacted groups.

**5. What would you say to anyone thinking of starting/developing a career in change management?**

Go for it! If you are interested in pursuing a particular path in your career then nothing should stop you. You never know what tomorrow will bring.

**6. What is your idea of a great change management challenge?**

I find the greatest change management challenges lie within any large transformational effort. The speed and the extent of the change in a transformation is always challenging for all parties involved.