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Prior to a change you should also consult a force-field analysis chart. Lewin, 1951³ as this will allow you to note you forces for change and your resistance to change and which you will have from the workers and adjusting different parts to make it a better proposition. For example in this case you may look at spending more on training which is a negative in terms of cost but then will make workers less fearful of the change, hence reducing the resisting forces.

In making any change it is essential to try and follow the 6 requirements of change and included in that is the need for a lot of openness and honesty to let everyone know why the change is happening, how it will impact them, what they will get out of it, including any negatives as well which could cause an issue if ~~found~~ discovered at a later time when it could be a lot more impactful.