

# CHANGE MANAGEMENT

## *Bridging the distance between your organizational initiatives and desired results*

The best business strategy, organizational initiative or system implementation is only as good as your employee adoption of the change. Yet change is emotional and difficult. It requires leadership, buy-in, new skills & behaviors, and reinforcement to take root.

Our experienced and credentialed practitioners have 20+ years leading organizational change and transformation for global, regional, and local organizations in both the private and public sectors.

- *Supported implementation of enterprise business strategy for global logistics leader including competencies, performance measurement, rewards, and leadership development.*
- *Supported deployment of Oracle EBS for multistate energy company including role design, communications, training, readiness, and reinforcement tactics.*

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## WHAT WE DELIVER

### CHANGE STRATEGY & SPONSOR COACHING

*Partnering with clients to define the need, the plan and support sponsors with coaching during the change project*

### EMPLOYEE ENGAGEMENT

*implementing interviews, workshops and focus groups to clarify questions, concerns, barriers, and needs*

### ORGANIZATIONAL DESIGN

*Evaluating, defining, and communicating org and role design to optimize structure and flow*

### COMMUNICATIONS

*Answering Why, What, When and How through two-way communications with internal and external stakeholders*

### TRAINING & SUPPORT

*Developing role-based training plans, courseware, support, and materials. implementing employee training*

### MEASUREMENT & REINFORCEMENT

*Measuring change readiness before the change and aligning success KPI's and reinforcement tactics to make it stick.*