

Your organization is going  
through a change.

You need it to work.

This is what you need  
to know.



CIRRUS CHANGE READINESS®

Every Team can be Ready for Change



“The staff who need to adopt and use the new system account for the majority of the project risk. Simply put, **nine system failures out of ten, it's the human factor**. And even that 10th example probably has a very strong human component hiding somewhere.”

- Allen Bernard, CIO Update.

Cirrus Change Readiness® helps organizations **understand** and **control** the **complications** that people bring to a change project.

**Every team can be ready for change!**



Meets Quality Matters  
review standards.

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# Change statistics are shocking!

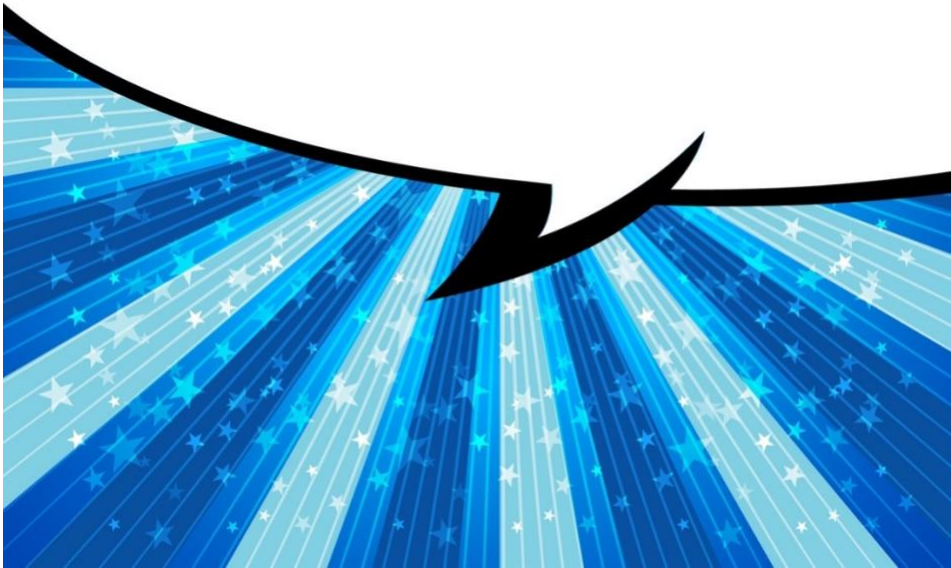
Am I reading  
this right? It's  
**hard to believe**  
that...



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**Roughly 70%** of change projects **fail** to meet their goals (Beer, 2000). However...



**30%** of projects **hit**

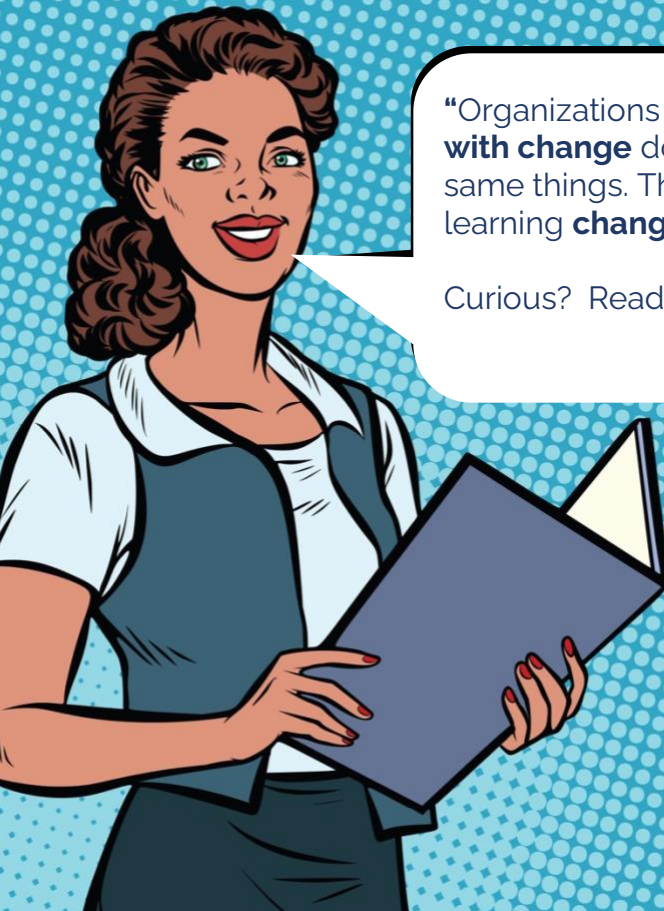
their change goals. **It's not a secret,**

it's a **system.**

Every team can be ready  
for change...but how?



**"To improve the odds of success, and to reduce the human carnage, it is imperative that executives understand the nature and process of corporate change much better."** (Beer, 2000).



"Organizations that **succeed with change** do a lot of the same things. They start with learning **change competencies**."

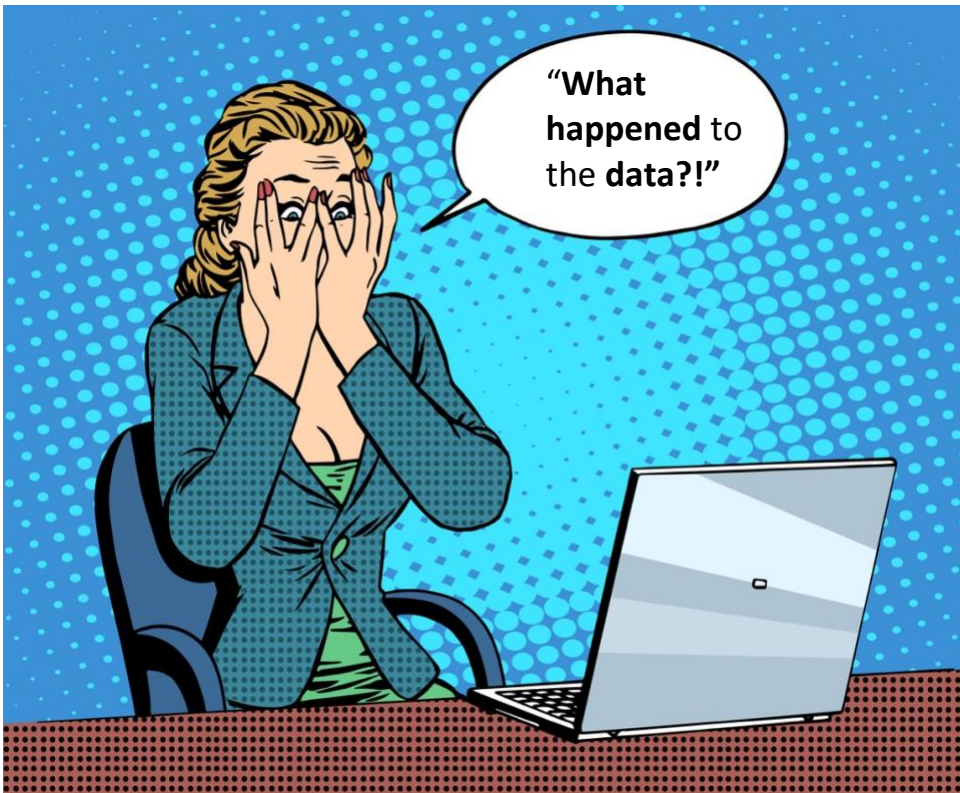
Curious? Read on.

## Organizations that had better change outcomes:

1. Understood the **time, energy and planning** a change project takes.
2. Focused on **critical processes first**.
3. Invested in **wide-scale training**.
4. Included **change readiness** to prepare their teams.
5. Articulated **what success looked like** and shared this with all stakeholders.







Lessons from organizations that **did not**  
**succeed** with their change projects:

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## The organizations that **struggled**:

1. Believed the change process **would be easy**, so they **rushed it**.

2. **Neglected training**. This is why 47% of **new users struggle** for up to **one year** after launch!

3. **Didn't communicate** the change enough with **stakeholders**.

4. **Assumed** their teams **could transition** to a new system while still managing all their **current deliverables**.

5. **Didn't** include **change readiness** or **change management** into their project plan.



We created Cirrus Change Readiness so organizations can:



CIRRUS  
CHANGE  
READINESS®

Secure **more value** from the **change** being implemented.

Bring teams **on board with the change** and keep them there.


Acquire change competencies that will give them an **ongoing strategic advantage**.




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## Include the following in your next technology adoption project:




A **clear vision** of what success looks like.



Time to **train**.




A **change team**.



Opportunities for **feedback**.



**Quick wins**.



A detailed **communication plan**.



How can I help  
my **team** become  
**change-ready?**

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1

Use a systematic **process**.

2

Recognize that organizations **need special support** to successfully navigate change.

3

Understand that your **staff will struggle** even though they support the change conceptually,

4

Identify the **change leaders** in your organization to help the process.

5

Learn how to **identify and mitigate** problems before they slow your project.

6

Select a **change readiness platform**.

# Cirrus Change Readiness helps teams succeed by:

## Evaluating readiness

The **Change Readiness Assessment**® will analyze staff to understand their fears, strengths, perceptions and psychological traits that can influence a change project.

## Defining the path forward

The **Cirrus Change report** identifies issues that may drive resistance, describes the risks, strengths and explains the mitigation steps. Leaders can move forward with actionable intelligence.

## Preparing leaders

The **Cirrus Change Accelerator**® provides an executive tutorial composed of impactful videos, case studies and tools. These allow teams to put powerful change readiness concepts into action. This educational content met **Quality Review** standards.





This certification mark recognizes that this course met Quality Matters review standards.

Quality Matters is the global organization leading quality assurance in online and innovative digital teaching and learning environments.

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**"Cirrus Change helped our team adopt our new platform with the most actionable intelligence I've ever seen."**

-John Weritz, VP of standards and technology, The Aluminum Association



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more information or email  
**[engage@cirruschange.com](mailto:engage@cirruschange.com)**



"Cirrus Change helped us understand how **to identify and manage resistance** to our change project. It made a **huge impact in our project success.**"

- Phu Ngo, VP of Technology, National Association of Insurance and Financial Advisors