

Change Management

TURN THE ODDS OF SUCCESS IN YOUR FAVOR.

Large-scale changes in organizations today fail at a rate of 70%. In other words, success occurs only 30% of the time. More surprising is that most of the underpinning strategic plans were basically sound. What went wrong?

The problem was that the strategic plan couldn't be executed. In reality, the key to successful long-term change turns out to be getting key stakeholders to embrace the change, not just to adopt it. At CPS HR Consulting, we designed a simple but effective Change Management (CM) approach to help you win over key players and make the difference between project failure and success.

Essentially, Change Management is rooted in three principles:

1. Change Management is an enabling framework to help you manage the people side of change.
2. Change Management teaches you how to establish early buy-in to create a bridge between a great solution and ultimate results.
3. Change Management addresses organizational change at every level.
 - Enterprise level – Organizational capability and competency
 - Project level – A benefit realization and value creation measure applied on particular initiatives
 - Individual level – Enabling individuals to change successfully

At CPS HR Consulting, our methodology offers a uniquely integrated approach for managing the people side of change, designed to help you take control of change for a greater chance of success.





The essentials of Change Management

Organizational changes are no small challenge. Helping you successfully implement change requires a proven methodology that includes:

CHANGE MANAGEMENT TOOLKIT

- Assessments to evaluate your change and your organization's readiness for change
- Templates for planning and executing change management
- Theories and perspectives for a practical discussion of change principles and concepts
- Change management process including planning templates for communication, training and coaching
- Customization guidelines to reflect your unique change and the organization that is changing

CHANGE MANAGEMENT STRUCTURE

- Preparation for the change phase and building the proper foundation for your organization to manage its change
- Assessments of your particular change characteristics and the organizational attributes that impact change management
- Assistance developing the structure and sponsor model
- Planning for communications, sponsorship, coaching, training and resistance management
- Project plan for implementing change management activities
- Change phase reinforcement – assesses the effectiveness of change management activities, identifies and overcomes obstacles, builds buy-in and celebrates successes

Give your organizational change the best shot at success

The greatest contributors to successfully implementing change include 1.) identifying the "must do" activities for each phase (planning, design and implementation) of the project, 2.) determining not only key ways you can contribute but also the biggest mistakes to avoid and 3.) using the most effective methods of communication for your team. Our Change Management program will help you accomplish all three.

Take control of the change process

Initiating organizational change can be intimidating. Without the right preparation, change management process and support, these efforts oftentimes fail. That's why Change Management consultation from CPS HR Consulting is so critical. Contact us and we'll discuss how our methodology can help you make change successfully.

For more information about Change Management,
please contact Jeff Hoye at 916.471.3109

