

Change Guidance & Implementation

The Center for Organizational Excellence, Inc. (COE) knows that preparing for and implementing large-scale change can be disruptive and time consuming. For over 25 years, COE has helped a variety of organizations manage and embrace change – and achieve their planned objectives. Whether you need to restructure your organization, re-engineer a process, enhance customer service, or deploy an enterprise IT system, COE will help you weather change with ease.

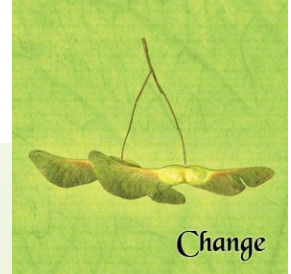
What is Change Guidance?

Change guidance is:

- A means for organizations to determine the impact a change will have on all aspects of the organization, develop a strategy for addressing the impact, communicate change, align the change across the organization, and involve stakeholders throughout the process
- Useful for organizations implementing a new process, technology, or moving toward behavioral or cultural changes
- Instrumental in realizing a positive return on investment
- Aligning all organizational systems such as process, policy, people and structure

What can COE Offer?

- We help build the change management competency of our clients to help sustain the change long after COE is gone
- Experience! COE has helped clients implement hundreds of change initiatives
- Change guidance that is deeply rooted in systems thinking and competency building
- We view organizations in a holistic manner where elements of an organization impact other elements in the organization and possibly the entire organization



What are the Benefits?

- Change guidance activities help to address all of the organizational areas impacted by the change
- Change guidance increases buy-in and reduces resistance by ensuring the proper stakeholders are involved
- Change guidance activities ensure leaders are aligned with the change, strengths are fully utilized, and weaknesses are properly handled
- When needed, we combine change guidance with a communication plan to ensure the change is communicated in a transparent manner
- Change guidance and communications activities ensure acceptance and sustainability of the process

To help you successfully change your organization, COE can:

Identify the impact on organizational systems and help build your case for change

Develop and implement methods to reengineer and align organizational systems – process, policy, leadership, decision making, structure, technology, training, etc.

Develop and implement a communications and adoption strategy

Provide support during the change event

Evaluate the effectiveness of the change and its ability to improve organizational performance

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