The Modern Workplace Needs

# INTEGRATED CHANGE MANAGEMENT

## ENTERPRISE KNOWLEDGE

Integrated Change Management (ICM) combines leadership strategy, employee engagement, processes, success-metrics, and training to ensure swift and sustained adoption of change. ICM works enterprise-wide or in a more focused environment, adapting to all types of potential organizational change. It places your people at the center of the process to make change real, and ensure it sticks.

# INTEGRATED CHANGE MANAGEMENT

## 12-Month Full Engagement:
### *Change mindsets, behaviors, and culture.*

## 3-Phase Approach

Integrated Change Management (ICM) addresses the complexities of modifying behavior, impacting culture, and realizing ROI while building internal capacity to manage change. At EK, our proprietary methodology deconstructs change into three phases. In these phases, we uncover reasons for resistance, proactively mitigate risk, and apply analytics to measure efficacy, ensuring swift and sustained adoption.

### 1) *Aligning*

We help leaders align their vision with language that can be employed by stakeholders responsible for implementing the change. We remove ambiguity, define success metrics and coach leaders on how they can best contribute to sustainable change. We establish an internal Change Team and begin transferring change management knowledge and skills to the Change Team.

### 2) *Surfacing*

We bring to the surface the thoughts and concerns of staff and mid-level managers regarding the change. Through this process, we proactively uncover the ways in which people would passively or actively resist the change and devise a plan with built-in mitigation strategies and specific data-points to guide iteration and communicate impact.

### 3) *Realizing*

To realize the vision and the intention of the change, we will implement the Integrated Change plan with established check-in points. At each check-in, a high-level brief is provided with concrete data supporting areas in which the change is taking hold and where more focus is needed. Clear direction is provided to leaders, empowering them to make data-driven decisions and adapt in real-time to save the organization time and resources.

## Deliverables

- Enterprise Alignment
- Scope Definition
- Measurable Success Criteria
- Established Change Team
- Risk Assessment
- Influencer Analysis
- Leadership Coaching
- Integrated Change Plan
- Analytics Briefings with Recommendations
- Development of Core and Stakeholder-Specific Communications
- Training Plan
- Sprint Reviews
- Retrospectives

## ENTERPRISE KNOWLEDGE

To start a dialogue:
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