Adoption & Change Readiness Assessment

Failing to assess the readiness of the organisation to accept and adopt the change being delivered can derail a well-planned programme. Our change readiness assessment takes a methodical approach to analysing your readiness for change, including key recommendations.
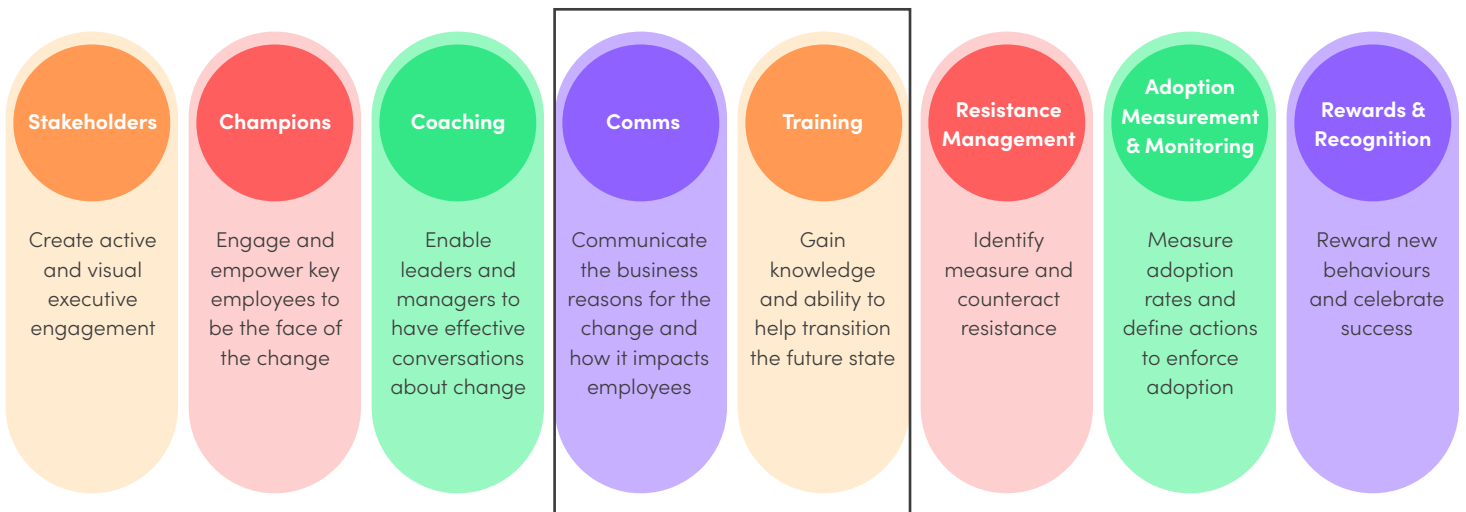
In a world where workplace change is constant, it's important to focus not only on technical delivery, but supporting employees throughout each change in a structured way. In getting these right, we greatly increase the level of adoption and proficiency in your organisation.

Some of the Challenges You May Be Facing with Adoption and Change

- Lack of preparedness of impacted groups. Large change and adoption programmes with severe impacts require a more comprehensive assessment of organizational readiness. Juggling multiple simultaneous changes increases complexity and risk of failure.

- Gaining Change Management Buy-in can be difficult, given resistance from employees and leadership, possibly due to budget and resources required for success.

- Communication deserves extra attention for adoption and change to be successful. Every change management programme should ensure clear, consistent communication across all channels to engage in a constructive conversation between staff and management.

- Disruption from implementing new technologies, equipment and tools can disrupt productivity and cause frustration.

- It's not just about comms and training. t's not enough to just create a buzz and tell people what is coming, they need to be upskilled and proficient in the new ways of working to ensure success.

The typical approach to change and adoption management is comms and training, but as shown below, it's only a minor aspect of the entire spectrum.

Typical approach to people change

Stakeholders	Champions	Coaching	Comms	Training	Resistance Management	Adoption Measurement & Monitoring	Rewards & Recognition
Create active and visual executive engagement	Engage and empower key employees to be the face of the change	Enable leaders and managers to have effective conversations about change	Communicate the business reasons for the change and how it impacts employees	Gain knowledge and ability to help transition the future state	Identify measure and counteract resistance	Measure adoption rates and define actions to enforce adoption	Reward new behaviours and celebrate success

Agilisys

We work with our clients to define a detailed approach covering five key facets of change adoption. Each of these must have the right amount of focus to ensure they are delivered successfully.

Stakeholder Engagement

A structured approach to the identification and engagement of the programme stakeholders

Communications

Impactful, business focused communications

Training

Ensuring end users have the capability to perform in the new ways of working

Change Readiness

Champion Network

A group of peers endorsing and driving the change from within

Research shows that programmes that include Adoption and Change Management are

- 6x more likely to meet or exceed their objectives.
- Over 4x more likely for the programme to stay on schedule.

Why Agilisys?

We deliver with passion and draw upon our comprehensive Change Adoption Framework when working on large scale transformations in partnership with our clients.

We work with integrity and scale this framework to suit the client and the engagement.

Regardless of whether we are running a full end to end Change Adoption programme or a targeted campaign, our structure and expertise allows us to deliver the best outcomes through innovation.

Our practice is really going places. We're seeing an increased demand from clients for change adoption expertise, and we have a highly capable practice ready to support. We work with our clients to define a detailed approach covering five key facets of change adoption. Each of these must have the right amount of focus to ensure they are delivered successfully.

Our Approach to Change and Adoption Readiness Assessment

Our assessment is typically a 2-week engagement, encompassing a small number of kick off workshops, stakeholder interviews, review of current practices and processes, culminating in the delivery of a playback presentation and a set of recommendations and next steps.

Inputs	Activities	Outputs	Outcomes (benefits)	Impact (benefits)
• 1-2 kick off workshops • Stakeholder interviews	• Reviews existing practices • Interviews key people	• Adoption & change readiness assessment presentation with recommendations	• Readiness to adopt keychange principles evaluated • Improvements to current processes and activities identified • Risks identified in doing nothing	• Lower risk to the organization • Strategic roadmap to implement addition successful change • Enhanced employee engagement and well being • Simplified recommendation that are easier to implement • Increased user engagement and adoption

Get in touch

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