2023 Devoteam. All rights reserved.

devoteam
M Cloud

Cloud Enabler™
by Devoteam

FOR SUSTAINABILITY

Sustainability

is at the core of Devoteam's mission to support your sustainable digital transformation.

Creative tech for Better Change

devoteam
M Cloud

Multiple challenges

Sustainability is no longer optional, it is a MUST for companies.

Regulation

EU regulations evolve rapidly
(i.e. the Green Deal legislation package)

Compulsory reporting on the companies' footprint effective from 2024

Business

Sustainability becomes a major selection criteria for decision makers

Tender scoring up to 20% for companies internal initiatives, as well as ability to deliver sustainable tech.

Commitment

2023/2030
GHG emissions must be reduced by roughly 50% by 2030

No time to wait for the perfect solution, time for action based on today's technologies

People

Collaborators are more and more trained and concerned with regards to Sustainability

Sustainability practices become the new normal. It is a key to attract new talents.

devoteam
M Cloud

Our vision

Delivering Sustainable IT by leveraging our strong Tech DNA

Creative tech for Better Change

devoteam
M Cloud

Cloud Enabler™
by Devoteam
FOR SUSTAINABILITY

We Enable Your Sustainability Program with Actionable Insights

For efficient strategies, it's essential to have actionable insights to support them.

That's why Devoteam has developed the 'Cloud Enabler For Sustainability' framework to support you in your efforts to promote sustainability and address ESG challenges.

- A "Record / Report / Action" approach resulting in tailored E.S.G. reports, actionable insights and sustainable change management.
- Devoteam as a partner to improve collaboration, automation of processes and manage change
  - Define your Change Management strategy
  - Develop concrete action plans

Creative tech for Better Change

devoteam
M Cloud

Cloud Enabler™
by Devoteam

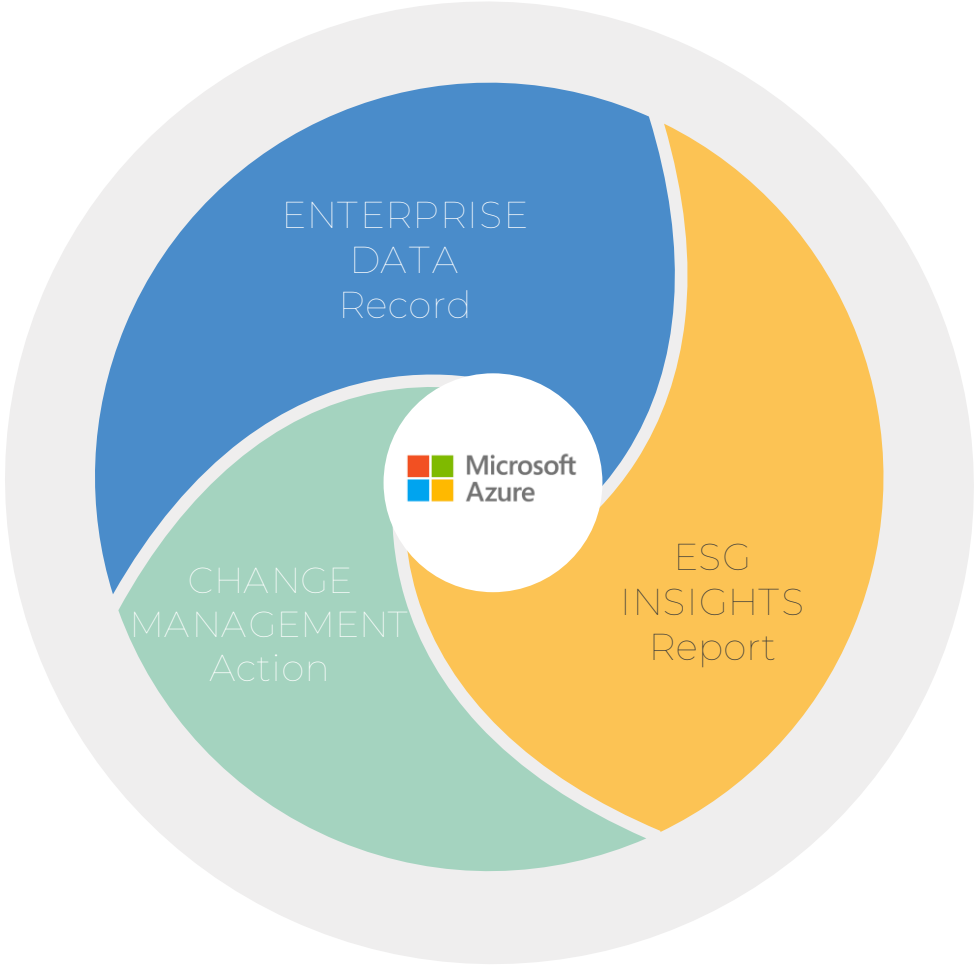
FOR SUSTAINABILITY

Record / Report / Action

Enterprise Record Data

Record the ESG footprint of the entire operations and value chain more accurately through your Data Platform implemented by Devoteam with Microsoft Cloud for Sustainability capabilities

Unify data intelligence to help you monitor and manage your sustainability performance.



ESG Report

Visualize and analyse your reports following CSRD Reporting standards

Actions with CM

Based on reports, reduce actions will be accelerated by Devoteam Change Management team.

devoteam
M Cloud

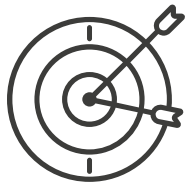
What is Sustainable Change Management

Cloud Enabler
by Devoteam

Change management
is a sustainable success enabler

Prosci®
PEOPLE. CHANGE. RESULTS.

"Change management provides an organisational framework that enables individuals to adopt new skills, behaviours and values to achieve business objectives."



Goal for your employees

- Understand the need of change
- Adhere to the new tool, governance and way of working
- Know and can fully benefit from the change
- Embed the change as a new normal

Technical

Project Management

To prepare the solution for the organisation.

People

Change Management

To support the employees to use properly the solution.

devoteam
M Cloud

devoteam
M Cloud
Cloud Enabler
by Devoteam
Why Sustainable
Change Management

devoteam
M Cloud

"How much of the success of this project depends on employees adopting and using the new tools/methods?"

Time saving

- Reduce level 1 support
- Employees awareness and desire facilitate learning

High performance

- Accelerate adoption
- Adoption enable a swift ROI

Reduce footprint

- Replace attachment with links
- Fully benefit from all services of M365

"A boat with 100% of the crew involved will go further than one with only 50% rowing"

Projects with change management

93% met their **objectives**

81% were on or below **budget**

71% were on or ahead of **schedule**

devoteam
M Cloud

How do we manage change

devoteam
M Cloud

Microsoft Adobe

Our approach on a sustainable adoption and change management

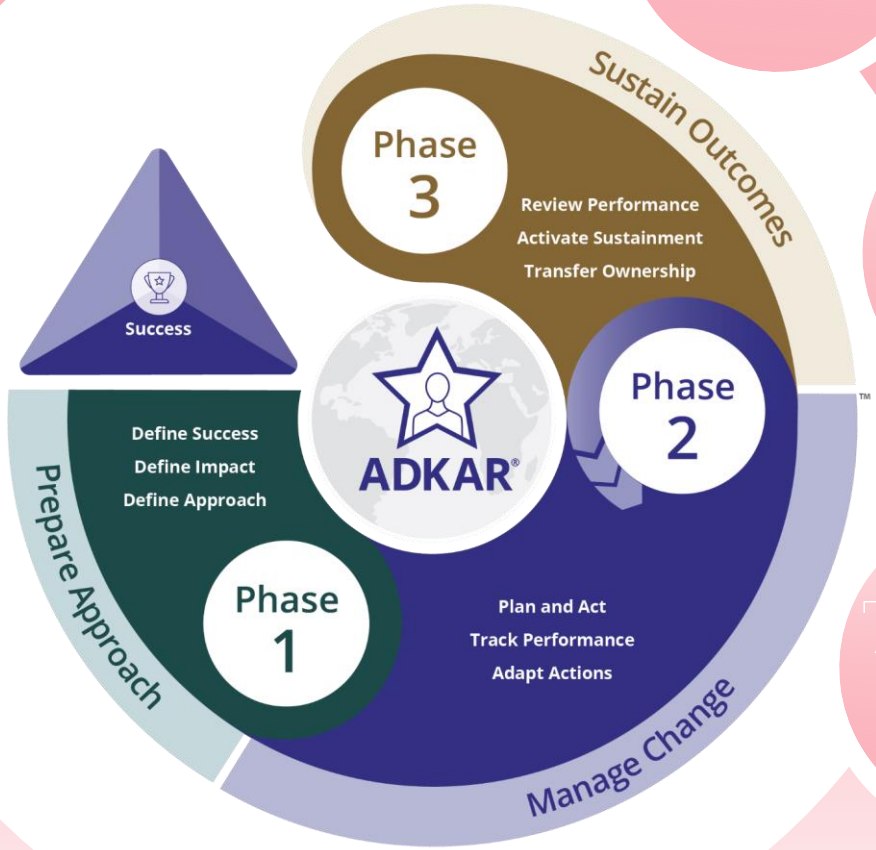
80% fortune 100 Companies

Mercedes-Benz Unilever

20+ years of Research

4,500+ research participants

75,000+ certified practitioners



Based on the Prosci® methodology

Empowered by Microsoft and Change management expert

Microsoft CERTIFIED FUNDAMENTALS

Prosci ★ CERTIFIED ★ Change Practitioner

80%

of their clients see direct impact on adoption rate adoption

50%

Gains on deployment's duration

devoteam
M Cloud

Our lessons learned

A new technology is more than just technical

Training only is not enough

Change doesn't happen automatically

People resist to change

Technical readiness and user readiness go hand in hand

People prefer to learn from each other

Executive sponsorship matters

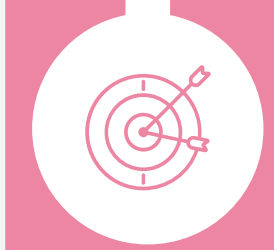
User centric approach is key to transmit the best technology usage

Your adoption approach can accelerate your sustainable results!

devoteam
M Cloud

Our approach

Assessment



Strategy

Definition of the Change Management strategy

Analyze

Creating personas and scenarios

Plans

Creation of a blueprint for Change Management activities

Assessment: initiate your change

Assessment

Strategy to assess the company need and project,help them prioritize, acquire better understanding of its strengths and needs.

Analyse, put yourselves in your end-users' shoes to easily apprehend how the change will impact their daily lives, what's in it for them.

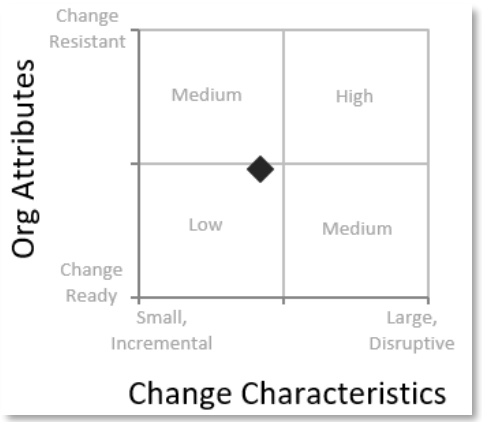
Plan, to organize an actionable backbone for Change Management Plans:

- Estimate the effort required to build the elements,
- Identify the actions required,
- Define the roles needed to complete the actions and estimate the start and finish dates.

devoteam
M Cloud

Assessment: Strategy deliverables at a glance

Strategy
Prioritize and Change Impact



Personas and scenarios

Assessment: Action deliverables at a glance

Plan Actions

A simple and scalable guide to identify the milestone dates, expected gaps, and initial ideas for each ADKAR element, at a high level.

Prosci
PEOPLE. CHANGE. RESULTS.™

Adoption Challenge	Enhance Employee Experience with Microsoft Viva

	Map Milestone Target Date	Gauge Gap	Activity	Roles	Timeline
Awareness of the need for change	01/08/23	Medium	Vision communication	Communication and CM	24/07
			What is Viva	Communication and CM	31/07
Desire to participate and support the change	15/08/23	Small	Privacy communication	IT and communication	03/08
			What's in it for you ?	Communication and CM	07/08
Knowledge of how to change	01/09/23	Small	Sart of Hand Off training	Training and CM	17/08
			Practical Coaching session	CM	23/08
Ability to implement required skills and behaviors	15/09/23	Medium	On the job Coaching session	CM	11/09
			Start of Hand On training	Training and CM	14/09
Reinforcement to sustain the change	16/10/23	Small	Communicaiton meeting time gained by departement	IT, communication	16/10

Workshop and deliverables

devoteam
M Cloud

Workshop 1:
Strategy preparation

Draft Deliverable

Workshop 2:
Strategy definition

Deliverable

Deliverable:
Change Management Blueprint

Deliverable

devoteam
M Cloud

Cloud Enabler™
by Devoteam

FOR SUSTAINABILITY

One Team

"We work hand in hand with you. Our aim is to be your partner rather than just a provider."

Creative tech for Better Change

Contact us

mcloud.devoteam.com

Creative tech for Better Change

2023 Devoteam. All rights reserved.