

## Power BI - Organizational Change Management (minimum hours)

### **Deploy the technology changes while implementing Power BI solutions in your organization structurally, to reduce the impact of change and increase engagement**

Even with the best technical implementation, resistance to change can reduce or even eliminate the ROI on any project. The problem is, as we human beings naturally resist change, even positive changes can significantly increase stress.

With our Power BI Organizational Change Management (OCM) service, we help you take proactive steps to reduce the impact of the change. With a proven methodology, we help you to deploy technology changes in Power BI implementation.

### Why our customers prefer Organizational Change Management:

OCM helps businesses to:

- Improve time to full adoption
- Increase the likelihood of project success
- Mitigate the amount of stress experienced by end users
- Enhance user experience
- Encourage career development
- Empower more people to leverage tools to their full potential faster
- Increase ROI
- Impact the perception and reception of future projects

An OCM plan will help guide leadership in taking the appropriate steps to:

- Establish a sense of urgency
- Create a guiding coalition
- Develop a vision and strategy
- Communicate the change vision
- Empower broad-based action (remove obstacles)
- Generate short term wins
- Consolidate gains and produce more change
- Anchor the new approach in the culture

### Approach:

We follow the ADKAR model while implementing OCM:

- Awareness of the need for change
  - Leadership involvement
  - Communicate clearly in advance: What's in it for me?
  - Desire to support the change
  - Detail the impact of the change and the benefits to the audience
  - Knowledge of how to change
  - Resources available for education and training to support the needed skills
  - Ability to demonstrate skills & behaviors
  - Remove blockers to time and availability for learning
  - Turn knowledge into action
  - Reinforcement to make the change stick
  - Leverage your Community of Practice (COP) to support key contacts throughout the organization

Within each audience group, we help you identify those individuals who will have the greatest impact on project success, take their help, feedback for the implementation

- Leadership
- IT
- Power Users
- Report Consumers

A strong community of practice (COP) can significantly impact the adoption and use of reporting in the organization. (We have an offering on this already present: Building Centre of Excellence (COE) and COP)

End user training: Interactive, clear, task-based training of the end user customized as per the needs