

CHANGE READINESS PACKAGE

1. Our Change Management approach
2. Why a Change Readiness package ?
3. How does it work ?
4. Our proposal

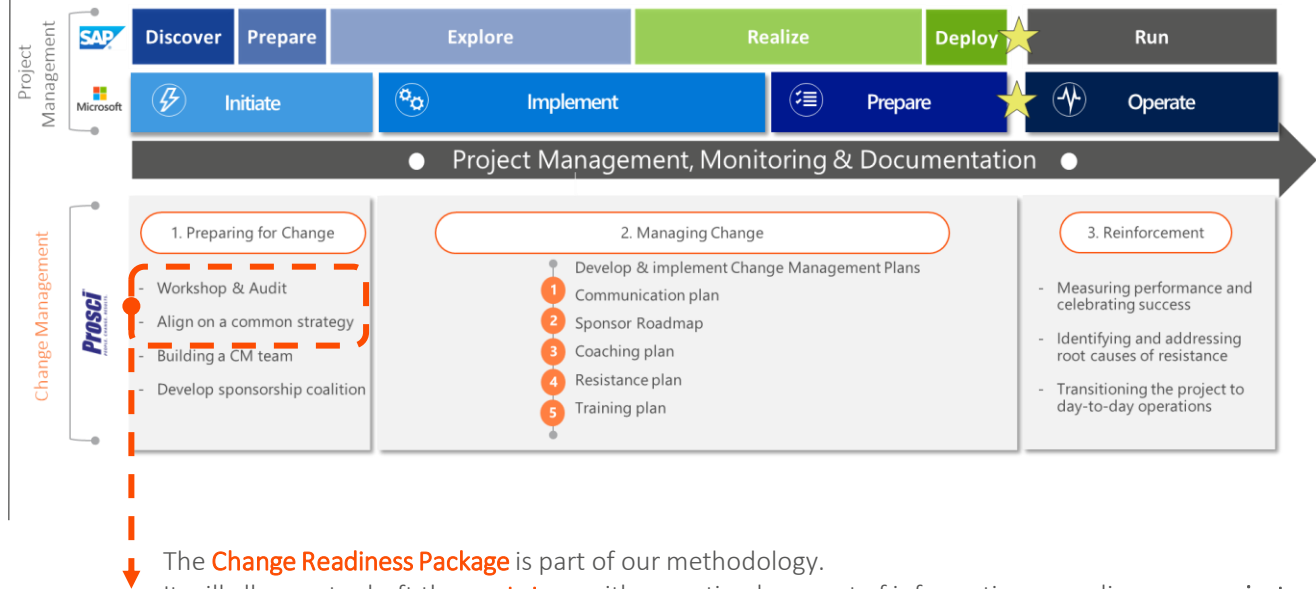
OUR CHANGE MANAGEMENT APPROACH



The **ADKAR** model outlines the 5 building blocks to achieve successful change management at an **individual level**

- | | | |
|----------|---------------|---|
| A | Awareness | Of the need for change |
| D | Desire | To participate and support the change |
| K | Knowledge | On how to change |
| A | Ability | To implement required skills and behaviors |
| R | Reinforcement | To sustain the change |

Project Management and **Change Management** are complementary disciplines with a **common objective**



The **Change Readiness Package** is part of our methodology.

It will allow us to draft the **next steps** with an optimal amount of information regarding your **project, organization and people**.

WHY A CHANGE READINESS PACKAGE ?



What are the risks if you don't deploy a Change Management plan ?

Risks

- Re-work
- Re-design
- Re-scope
- Restart
- Reschedule
- Resignation

70% of projects fail, due to the lack of a solid change management plan



Source : [McKinsey](#)

What are the benefits of a structured approach ?



Speed of Adoption

How **quickly** are people up and running on the new systems, processes and job roles?



Ultimate Utilization

How many employees (of the total staff) are demonstrating "**buy-in**" and are using the new solution?



Proficiency

How well are **individuals performing** compared to the level expected in the design of the change?



Return On Investment

How do I **reach** the desired outcomes and **objectives** of my project?

What do we offer through our **Change Readiness Package** ?

1

An **introduction** to :

- Why Change Management
- How to structure the Change Management team
- The roles and responsibilities of the Sponsors
- How to reach your objectives

2

A full **diagnosis**, on :

- The organisation readiness to Change
- The Change characteristics and its impact
- The Sponsorship coalition

3

Next steps proposal :

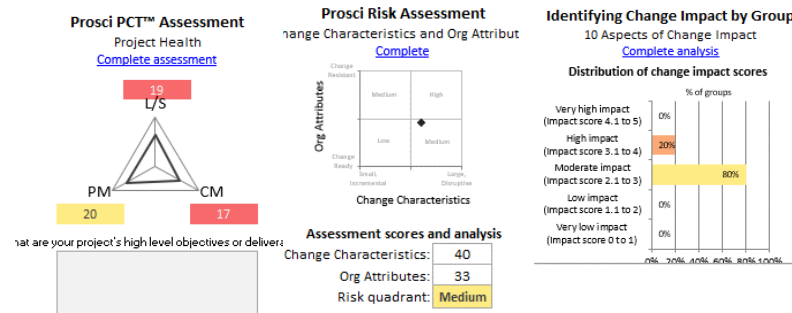
- Complete analysis report
- Updated commercial proposal on next steps

A fixed price, **four** days workshop.
With **two** of our Change Management **experts**

HOW DOES IT WORK ?

What will we do ?

- **Day 1 AM :** Introduction to Change Management
 - Change Management (Why ? How ? What ?)
 - Team structures and Sponsorship models
 - Alignment with your strategic goals
- **Day 1 PM :** PCT Assessment (Project health : Leadership / Project Management / Change Management)
- **Day 2 AM :** Risks Assessment (Organization attributes and Change Characteristics)
- **Day 2 PM :** Change impact on identified groups
- **Day 3 AM :** Deep dive into the Sponsor coalition
- **Day 3 PM :** Analysis on the identified groups (how to support them individually)
- **Day 4 AM :** Our final report. Including a complete analysis, recommendations for next steps and a commercial proposal to support you.



Planning

	Monday		Tuesday		Wednesday		Thursday		Friday	
	AM	PM	AM	PM	AM	PM	AM	PM	AM	PM
Week 1	Introduction	PCT Assessment					Risk Asses.	Change Impact		
Week 2			Sponsor Coalition	ADKAR Analyzer					Final Report	

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