

# Change Management



**Gauges the organization's capacity for change, ensures user buy-in and a successful transition to a new work environment, and builds change competency into the organization.**

Changing your work environment impacts user behavior. The results can be unintended and random, or intentional and positive. Effective change strategies can help an organization manage a specific situation, and successful transition strategies lead an organization through ongoing transformation. They both engage users in the change process through collaborative exploration, involving them in meaningful ways to develop a stake in visualizing and defining the future work environment. This helps them commit to the result and ensures a successful shift. Such cross-functional alignment reduces the risks and costs of changing the work environment, and minimizes the level of resistance natural to any change.

## **Change strategy deliverables will include:**

- an articulated vision
- definition of the desired changes in the organization
- evaluation of the organizations capacity for culture change
- defining the team and change leaders
- a roadmap for transition and implementation plans

Evaluating the degree of change possible in the company often begins with an organizational cultural assessment. This involves an assessment of the gap between the company's current and preferred culture. It also defines the direction and degree of change, and identifies ways that space and technology can help with the transition.

## **An ARC change management benefits your organization by:**

- accelerating the transition process and reducing resistance to change
- increasing the probability of success by keeping the project on budget and on time through strong and continuous alignment and support
- building change competency into the organization
- creating positive change experiences
- improving integration of HR, IT, and RE issues with a single aligned strategy