

ORGANIZATIONAL DEVELOPMENT

Change Management

Understanding the dynamics of complex change is the underpinning to a successful change process. Utilizing proven systems and practical approaches to predict, manage, and accelerate the rate of change, increases the probability of your success.

Consulting and Training Processes	Description
Accelerating Change Methodology	<p>For any implementation to be considered successful, it must be completed on time, within budget, and according to specifications. The proprietary Accelerating Change Methodology has been used successfully in a wide variety of change initiatives that include business process re-engineering, enterprise resource planning, and global business processes.</p> <p>SDF can facilitate this change process or provide a one-day executive briefing, a two-day introductory workshop, or a three-day planning workshop in conjunction with our strategic alliance partner, Implementation Management Associates (IMA). The outcomes of these programs include, but are not limited to:</p> <ul style="list-style-type: none">- Understanding the importance of, and how to develop a compelling “Business Case for Action.”- Assessing the climate for change.- Defining the true meaning of sponsorship and how to develop and maintain the necessary levels to cause real change.- How to anticipate, identify, and manage sources of resistance.- Developing a plan to effectively manage reinforcement for change.- Creating the right communication strategy and deliverables.
Change Management Workshop	<p>Change can manage an organization or the organization can manage change. This workshop helps leaders understand the difference between change and transition; identify driving and restraining forces; understand the phases of change; and how to facilitate the change process.</p>
Change Management Diagnostics	<p>A series of statistically reliable diagnostics developed by IMA are used for measuring how change has been managed in the past and predicting key leverage points to accelerate future implementations. Tools include diagnostics for assessing individual readiness for change, sponsor commitment, change agent capability, organizational stress, cultural behaviors and alignment of reinforcement/rewards with performance expectations.</p>