Drive Adoption, Change, and Culture Transformation with Organizational Change Management

Organizational Change Management ensures that changes resulting from a new project are implemented smoothly, with minimal disruption to the business and its stakeholders. It emphasizes the importance of proactive planning, effective communication, stakeholder engagement, and training to increase the probability of successful organizational change implementation and adoption.

New projects and IT initiatives affect people in how they work and conduct business. Organizational Change Management empowers people impacted by recent changes with training, engagement, and communications to embrace the change, driving positive desired behaviors, and embedding change into business as usual.

IntraSystems Advisory Divison exists to help organizations increase the project success rate by 60%, unlocking the value of new technology purchases and driving business goals into the future.

"McKinsey says that 70% of change initiatives fail due to lack of OCM"

Keys to Successful OCM

Vision	Communication	Implementation	Reinforcement
Align the project and change strategy to the enterprise with an objective sponsorship approach. Develop a change plan to account for dependencies, risks, sequences, and resourcing.	What is changing and why? Communicate with all stakeholders and those involved. Manage expectations and concerns, actively obtaining buy-in from impacted groups.	Execute the change plan in a controlled manner. Minimize disruption to ongoing operations and monitor process and outcomes while focusing on Resistance Management.	Train and educate impacted teams to help them acquire the necessary skills and knowledge to adapt to new processes, technologies, and systems.

Involvement

Client Involvement
We ask our clients to provide engagement for:
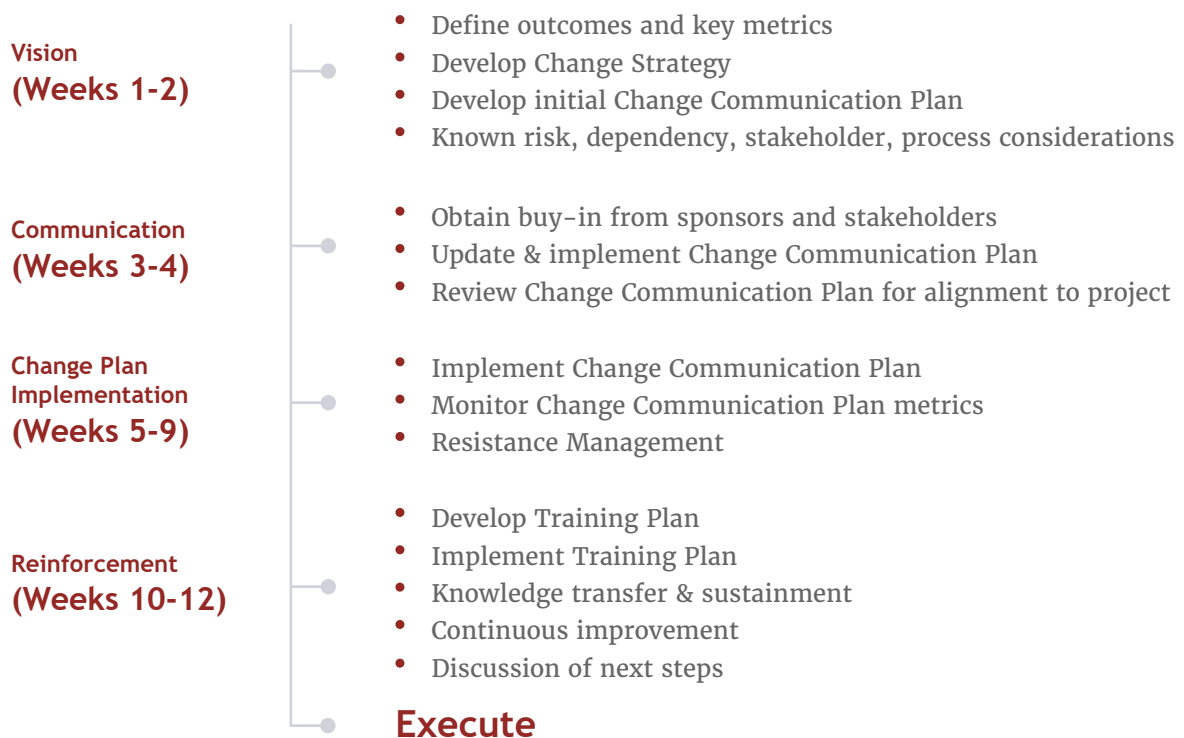- Change Strategy Sessions
- Executive Sponsorship

IntraSystems Advisory Divison Involvement
- Change Communications Plan Creation and Implementation
- Training Plan Development and Execution

8 - 12 Week Overall Duration
Sample Timeline

**Vision
(Weeks 1-2)**
- Define outcomes and key metrics
- Develop Change Strategy
- Develop initial Change Communication Plan
- Known risk, dependency, stakeholder, process considerations

**Communication
(Weeks 3-4)**
- Obtain buy-in from sponsors and stakeholders
- Update & implement Change Communication Plan
- Review Change Communication Plan for alignment to project

**Change Plan
Implementation
(Weeks 5-9)**
- Implement Change Communication Plan
- Monitor Change Communication Plan metrics
- Resistance Management

**Reinforcement
(Weeks 10-12)**
- Develop Training Plan
- Implement Training Plan
- Knowledge transfer & sustainment
- Continuous improvement
- Discussion of next steps

Execute

Outcomes

Ensure Adoption
Drive the success of the program via organizational change management.

Purposefully Execute
Equip team with a detailed Change Communications Implementation Plan, with resources to execute.

Justify Strategy
Develop Change Strategy with objectives, sponsorship, and approach.

Maximize Focus and Retainment
Ensure changes are sustained and embedded through training and education.

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Advisory Division