



Business Change Management

Overview

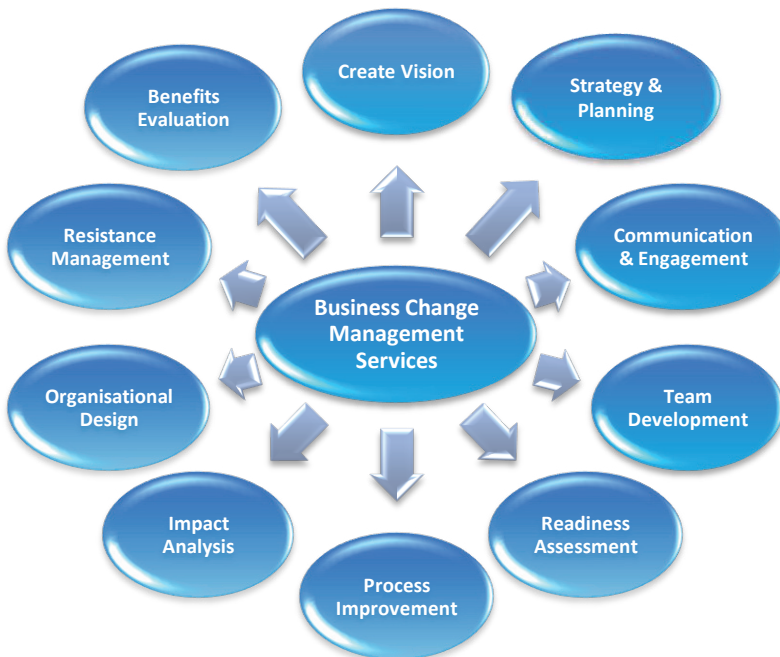
Studies have shown that many Business Change projects do not deliver the improvements expected. This is often because the complexity of managing and sustaining the change was underestimated, rather than because the initiative was inappropriate. MidlandHR's Change Management services incorporate a range of proven techniques and methodologies to provide you with a workable approach to delivering successful business change in your organisation.

Our team of experienced Business Change consultants will help you ensure that changes at any level of your business are successfully initiated, planned, delivered and evaluated.

With expertise in all areas of Business Change Management, our consultants will help you:

- ✓ Minimise barriers to successful change
- ✓ Improve engagement at all levels of your organisation
- ✓ Ensure that project objectives and business benefits are fully realised

The activities outlined below form the key elements of MidlandHR's Change Management Services:



What are the Benefits of Business Change Management?

- ✓ **Improved ROI Factors**
 - Rapid adoption of new working practices
 - Higher utilisation level of new processes
 - Improved proficiency
- ✓ **Cost Benefits**
 - Improved process efficiency
 - Increased revenue
 - Waste elimination
 - Effective utilisation of resources
- ✓ **Objectives Accomplished**
 - Projects with "excellent" Change Management in place are six times more likely to meet objectives [Prosci 2009]

How is Business Change Management Consultancy Delivered?

Each element of Business Change Management Consultancy can be delivered in isolation or as a comprehensive service that will address your change management project in its entirety.

Consultancy is delivered using a range of methods, including hands-on workshops and practical on-site assistance.

Please turn over for more details...



Business Change Consultancy – 5 Day Package

MidlandHR provide a range of services to support and deliver successful change. We typically begin with a 5 day engagement, during which time your organisation's resources and vision for change are evaluated and defined.

The initial 5 day package is designed to enable the initiation of your change programme, and will ensure that you have the following vital elements in place before embarking on your project:

- ✓ A shared understanding of basic Change Management theory
- ✓ A clear future vision
- ✓ An understanding of your current organisational state
- ✓ An assessment of the level of change required
- ✓ The high level impacts, barriers, drivers and benefits of your change
- ✓ Options and recommendations for Change Management interventions
- ✓ A change and communications strategy document template

What does this Consultancy Cover?

Typically, the 5 day package includes the following areas of work. However, the content of your change package will be tailored, considering the size and complexity of your project, existing levels of knowledge within your organisation and your progress so far.

1) Initial Awareness Building

A half day session of presentations and discussions designed to develop a shared understanding of MidlandHR's Change Management methodology, your project, and the relevant Change Management theory and practice required to support your change.

2) Analysis of the Change Landscape

Working with your consultant in a workshop format, you will:

- ✓ **Assess** your current organisational state
- ✓ **Clarify** your future vision
- ✓ **Define** the complexity of the proposed change
- ✓ **Clarify** the level of readiness within the organisation to undertake the change
- ✓ **Understand** the necessary business change initiatives for success

3) Change Scoping Report

Using your workshop findings as a resource, the report will outline options and recommendations for the best approach to delivering successful change within your organisation. It will include an analysis of key change impacts, barriers, drivers and benefits of change, as well as the resources required to successfully facilitate the change.

4) Communications Strategy

Our consultants will provide you with a template document to accelerate the development of your Change Management and Communications strategy. They will also review and discuss your completion requirements.

Who will benefit from this Consultancy?

Individuals and teams that are responsible for planning, managing and monitoring the delivery of change at any level within their organisation.

Existing customers, please contact your MidlandHR Account Manager or Project Manager for more information