

Change Consulting brief



Scope of change management

Change management is part of the business management structure. It complements project management and business analysis concepts.

As opposed to project management, however, it focuses on the organizational effects of the change.

Ensure earlier project ROI and effective change

- Achieve faster implementation
- Prioritize activities according to business values
- Improve viability and resource allocation
- Support decision making with relationship insights
- Find and manage the influential stakeholders
- Create supportive change culture
- Build greater internal capabilities for sustainability
- Mitigate communication risks

Project management: concerned to create products/services (in focus: deliverables).

Change management: concerned with the transformation of the organization to prepare for the use of the project deliverables (in focus: benefits).

The business value of change management

One of the greatest values of change management is creating a new culture and build effective relationships to ensure that:

- value is delivered as early as possible,
- value continues to be delivered (by avoiding going back to the old ways of working),
- ensure a greater employee participation to create sustainability in the change



Effective stakeholder relationships



Building organizational capabilities



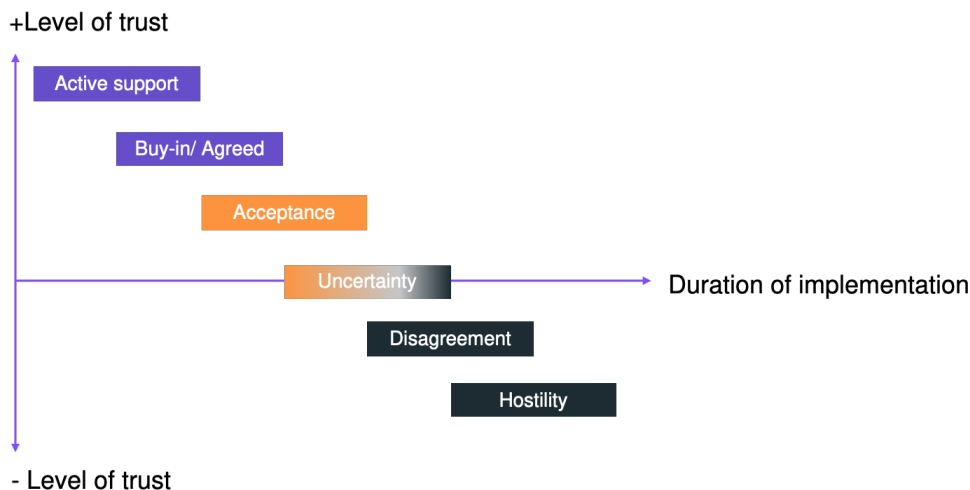
Ensuring business values of change



Making new, positive working habits to integrate change

The importance of personal leadership in change management

Successful change happens because of positive trust in the leadership managing the change. Without trust, people will delay the change by researching and assessing their other options, causing extra costs and inefficiencies.



What we can do

We can plan and lead any type of change initiative by focusing on:

- Develop change management approach to structure and plan change
- Define your business needs and expected benefits (value definition)
- Develop an iterative change process (roadmap)
- Develop an incremental realization of benefits (ROI)
- Collaboration across departments and management levels (shared information and activities)
- Prioritize activities and allocate timely efforts to maximize the benefits to be delivered
- Develop relationship/ organizational strategies for building resilience and motivation to keep going when things are difficult to achieve

Contact us

UK: +44 755 379 5841

LU: +352 621 467819

E: contact@aspectivaconsulting.com

W: www.aspectivaconsulting.com