

Phase 1 – Preparing for Change

Define your change management strategy

Prepare your change management team

Develop your sponsorship model

Phase 2 – Managing Change

Develop change management plans

Take action and implement plans

Phase 3 – Reinforcing Change

Collect and analyze feedback

Diagnose gaps and manage resistance

Implement corrective actions and celebrate successes

Dering has partnered with Prosci® to offer our clients a research-based approach to increasing project success through a focus on the people side of change. Why? Because our experience aligns with the research.

“The number one obstacle to success for major change projects is employee resistance and the ineffective management of the people side of change.”

Data from 327 companies undergoing major change projects; Prosci Best Practice in Business Reengineering benchmarking study

Across the three phases listed on the left, Dering can uniquely implement a solution using a set of tools based on ADKAR® - Awareness, Desire, Knowledge, Ability, Reinforcement.

- Change Attributes and Organizational Risk Assessment
- Impacted Individuals Assessments
- Implementation Plans integrated into your Project Plan
 - Communications Plan
 - Sponsor Roadmap
 - Training Plan
 - Coaching Plan
 - Resistance Management Plan
- Sponsor and Manager Coaching

CHANGE PRACTITIONER

