

THE BENEFITS OF CHANGE MANAGEMENT

INCREASED STAKEHOLDER ACCEPTANCE

Employees, executives, management, customers, and vendors will all accept and adopt change better if they have been engaged with appropriately.

PROJECT SUCCESS

Studies have shown that initiatives with excellent change management are **SIX TIMES** more likely to meet objectives.

MAKE CHANGE STICK

Without proper change management it can often be too easy for people to slip back into old ways of working. Change management will help the organization ensure the changes made stick.



Vector Three Consulting Inc.
Excellence in Business Leadership

Change Management Excellence Training



The Vector Three Change Management training provides practical, proven change management knowledge, skills, and tools to address the people aspects of change and make projects successful.

WHAT IS CHANGE MANAGEMENT?

Change Management is a discipline that typically works alongside project management. While a project manager deals with scope, budget, and schedule for the project, a change manager or change management team will deal with the people aspects of the change. Too often the impact on people is overlooked which delays project completion, reduces the chance of success, and can have long lasting negative consequences.

REASONS FOR MANAGING CHANGE

A recent survey of business leaders showed clear themes for the importance of effectively managing change, including:

- Making sure changes are successful
- Addressing the costs of poorly managed change
- Preparing the organization for the future. Changes are often necessary to stay competitive and successful
- Dealing with the amount of change that is occurring

CHANGE MANAGEMENT EXCELLENCE TRAINING CONTENT

The Change Management Excellence Program provides a comprehensive and practical look at Change Management principles and provides useful tools to help manage change.

- What is Change Management?
- The role of the Change Manager
- Required skillsets for a Change Manager
- Working with executive sponsors
- The ADKAR model for change:
 - Awareness of the need for change
 - Desire to support the change
 - Knowledge of how to change
 - Ability to implement the change
 - Reinforcement of the change
- Conducting an impact assessment
- Determining organizational readiness for change
- Stakeholder identification, categorization, and strategies for dealing with each type.
- Communication plans
- Coaching plans
- Resistance management plans
- Training plans
- Reinforcement strategies

Excellence in Business Leadership

**VICE PRESIDENT,
Fortune 100 Company**

"Floyd Bjorgan led the integration of Matrikon, a technology company with 17 global offices, into Honeywell's international Process Automation Solution Division. Floyd's ability to focus on managing staff engagement while driving financial goals came to the fore and was critical to making the acquisition and integration a success."

**MANAGING DIRECTOR,
Technology & Engineering
Services Company**

"Floyd personally led the business transformation and was able to turn around the company's performance. This was achieved without the loss of any staff – a testament to his capability in human capital and change management."



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Change Management Excellence Instructor



The Change Management Excellence Program is led by Floyd Bjorgan. Floyd has over 30 years of leadership experience, primarily as a senior executive in companies providing software technology and professional engineering services. He has led organizations through major changes resulting from adoption of new enterprise technology, which changes the way people work and interact, as well as organizational and cultural changes resulting from corporate acquisitions.

OTHER VECTOR THREE SERVICES

Vector Three Consulting can help with the three pillars of business:

- Products and Services
- People
- Processes

Services offered include:

- Leadership Training
- Team Building
- Change Management Services and Training
- M&A Due Diligence
- Business Integration
- Business Process Optimization and Automation
- Product Management
- Interim and Temporary Business Management

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