



SOLUTION BRIEF

ORGANIZATIONAL CHANGE MANAGEMENT

Management Consulting

What we deliver:

- Organization design strategy
- Organization restructuring options (models) and recommendations
- Organizational accountability matrix
- Competency models
- Reward and recognition programs
- Impact, cultural, and readiness assessments
- Stakeholder engagement and communications plans
- Learning and development plans
- Change implementation plans

Learn More

To learn more about how Organizational Change Management services from Sierra Systems can help your organization please contact:

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1-877-688-1371
sierrasystems.com

Complex business transformation can fundamentally impact structure, processes, and people within an organization. To successfully make this transition, companies need a structured and compelling Organizational Change Management (OCM) approach. This approach needs to consider leadership, commitment, cultural change, management and measurement of the change as well as the methods of engaging and communicating with stakeholders. The right blend should promote buy in and adoption while minimizing risk and maximizing productivity.

OUR EXPERIENCE

Sierra Systems has assisted numerous organizations in both the public and private sector across many industries with their business transformation change strategies. Whether the business initiative is at the highest level of transformational strategy, or optimizing the deployment and user adoption of supporting technologies, successful transformation and change strategies require a comprehensive and realistic road map, very specific skill sets, and proven methodologies.

Our change management professionals draw on years of experience in large scale business transformation projects and utilize OCM best practices and tools to help guide you to success. We assist with various types of change including:

- **Strategy-driven organizational change** – Our change experts have worked with executives through to line management on business initiatives where the change fundamentally transforms the vision, structure and the culture of an organization.
- **Business-process driven organizational change** – We are adept at business process change and have specialists trained and certified in leading process methodologies which change workflow, roles and responsibilities.
- **Technology-driven organizational change** – As a technology integrator, Sierra Systems has core competencies in the implementation and business impact of large complex information technology systems.

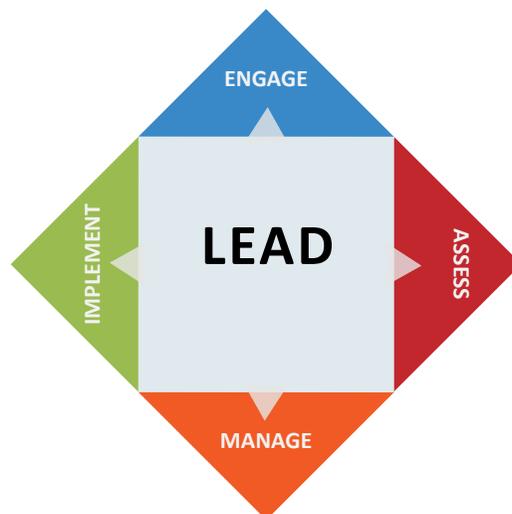
Benefits of Our Organization Change Management Services:

- Successful outcomes on significant, multiple, complex business transformation or change programs or projects through applying our structured change management methods and tools.
- Change strategies and plans that are tailored to your unique environment to help affect change in a meaningful way with minimal disruption to people and processes.
- Increased buy in and adoption to the change at all levels of the organization through comprehensive stakeholder engagement and communication strategies that we develop in collaboration with you.
- Stronger organizational resilience for change by assisting you in building your internal change capability which enables your organization to better manage future change.
- Development of a compelling common vision alignment which facilitates effective communication and reduces change fatigue which is often inherent in large scale transformation initiatives.
- Well defined accountability and ownership models which provide both direct leadership and indirect leadership coaching, mentorship and support programs.

OUR SERVICES

Our OCM service offering is based on proven approaches, techniques and tools that have been applied and tailored successfully on many engagements. Working in collaboration with you, our change professionals help design and support your strategies and future state vision. Fundamental to our approach is ensuring engaged and visible executive commitment throughout the change initiative. Our services span visioning and executive support, development and execution and to building organizational capacity in order to sustain change. Sierra's OCM services allow organizations to affect change effectively, in a manner that builds competence into the organization and positions them for lasting success.

Our services include assessments of impact and readiness and the design of flexible and sustainable change strategies appropriate to your environment, situation and challenges. We help you establish a framework for governing, implementing, monitoring and supporting the change throughout your organization. Our services consist of the following components:



- **Lead** – We build change leadership capability at all levels throughout the organization and help you establish change networks and ongoing mentoring, training, coaching and support mechanisms.
- **Engage** – We promote executive alignment through development of a shared vision and accountabilities for change. Sierra is proficient at ongoing stakeholder engagement to facilitate buy in and adoption at all levels of the organization.
- **Assess** – We understand the nature of the change and how it will impact your stakeholder groups. We help you determine your organization's readiness to take on the change ahead and what specific transition activities will be required to bridge gaps from existing work practices to new.
- **Manage** – We create a roadmap that turns vision into action. We develop customized change strategies and plans, and help you manage and measure progress towards goals and targets.
- **Implement** – We help align your new structure, process, people and systems to your business strategy and sustain momentum through sustainable and ongoing learning and reinforcement mechanisms.