



SOLUTION BRIEF

Our Industries

Government
Justice and Public Safety
Health
Energy
Commercial

ORGANIZATIONAL READINESS

Management Consulting

CHALLENGE

Many organizations expend a lot of time, money and energy to design and develop the technical side of their new systems. However, they often pay scant attention to preparing their organization and their customers for the change and tend to overlook or disregard, the human side of change. Their stakeholders, those most affected by the new system, are often the ones that know the least about its operation and are the least prepared to make the changes necessary for business success.

Research has shown that projects which employ excellent change management programs, and those that focus on preparing their stakeholders for change, are six times more likely to achieve project success¹. This means more is required than just providing a good internal communications and training program.

OUR SOLUTION

Proper attention to readying your organization for change encompasses all stakeholders, discovers where the impacts will be, and provides a structured plan to facilitate adoption and preparation for change. The route examines gaps between your existing and new processes, to ensure complete alignment going forward, so when the technology is ready – your organization and your stakeholders know how the change affects them, and will be ready to take ownership for the change.

At Sierra Systems, we view organizational readiness as a broad, multi-faceted discipline that is inextricably linked to your new system, occurring right from the start of your project through to after the system is implemented and embedded within your organization. Organizational readiness should not be considered as an optional component of your system development projects; but a prerequisite for successfully adapting your new system to your business.

OUR SERVICES

We offer a suite of services, focusing on communicating, engaging and leading your stakeholders through change. We build and coach your staff in being effective change leaders so they can continue to lead and support change efforts long after the project is completed. Our services are adaptable and flexible to your work environment and culture and we ensure you only get the services you need, to be successful. Our services include:

- **Change Management:** Performing impact and readiness assessments, developing strategies and plans, and managing and monitoring readiness progress.
- **Communication & Stakeholder Engagement:** Developing and delivering a variety of communications and engagement events designed to inform and engage stakeholders in readiness activities.
- **Change Capability:** Creating a culture of resilience to change through training, coaching and mentoring individuals at all levels of the organization to be effective leaders of change.
- **Knowledge Transfer:** Preparing your organization to effectively take on the operations and support of the new system.
- **Learning Solutions:** Providing training, education and support materials to enable confidence and proficiency in the use of the new system and its processes.
- **Business Process Optimization:** Optimizing your business processes to maximize the effectiveness of your value chain and the investment made in the new system.

Learn More

To learn more about how Organizational Readiness services from Sierra Systems can benefit your organization please contact:

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