

Creating a Change-Ready Organization

Organizations invest significant time and money in improvement efforts only to see results that often fall short of their expectations. Even the best ideas, if not supported by a deliberate and well-executed change management plan, can result in wasted time and money.

When effective change management is lacking:

- New initiatives are launched with great fanfare and either fail quickly or slowly wither over time
- Executives pledge their commitment to the change, but support dwindles at lower levels of the organization
- Managers view implementation of the change as just another responsibility added to their already demanding workload
- Even associates who may believe in and support the change do not have the skills they need to carry it out

Fortunately, organizational readiness for change can be enhanced through the application of some straightforward but powerful techniques. By defining the scope of the change and the impacted audience up front, change leaders can plan early in the process for the support they will need down the road. By considering the concerns and needs of those affected by the change, the change team can target specific actions for increasing the probability of success.

Markwood Partners has the proven expertise to create change management plans that helps its clients:

- Clarify the scope and desired results of the change
- Establish the appropriate change sponsorship
- Identify key stakeholders and ways to engage them throughout the process
- Assemble and equip an effective change management team
- Anticipate potential resistance and develop plans for dealing with it
- Provide communication, coaching and training to managers and associates
- Assess the impact of the change and provide ongoing reinforcement

Whether in support of an improved talent management process, an organizational redesign or any change requiring associates to learn new skills or adopt new behaviors, **Markwood Partners** can help you create a change-ready organization. To learn more, contact us today.

*Driving improvement
in the areas of:*

Talent Strategy
Leadership Competencies
Succession Planning
Leadership Development
Organizational Change
Management
Talent Assessments
Career Planning
Coaching and Mentoring
Performance Management



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