

successful projects adapted change









CHANGE MANAGEMENT @ ayxano









YOUR PARTNER FOR PROJECT AND CHANGE
PROJECT-MANAGEMENT, CHANGE-MANAGEMENT, ORGANISATION DEVELOPMENT, PMO



ayxano PROJECT& CHANGE

CHANGE

KEY FOR YOUR SUCCESS

Define and implement the best strategy to align the goals for all key stakeholder and secure the clout power of your **organisation** by focusing on high maturity levels.

Minimize complexity and continuously increase the maturity level in all areas by focusing on usable, effective **methods** and lean, efficient **processes**.

BASIS FOR YOUR COMPETITIVENESS



PULS BEAT OF YOUR COMPANY

Promoting the competence and ability of your **employees** by effectively aligning career paths, professional development and performance management.

Enabling high performing teams and secure transparency through digitization based on efficient systems and intuitive tools in an integrated infrastructure.

EFFICIENCY ENGINE FOR YOUR TEAMS

PROJECT



Increase

probability of project success



resistance among employees and management

Build

change management competence

Consider

human factor at economic efficiency (ROI)



If employees do not change the way they work,__
then goals will not be met.

Reason

Why do we have to change?

Goals

Where are we going to change to?

People

Who
needs to change
and why

Particulars

What is changing and how

Without a convincing Why

And a comprehensible Where to

What is the consequence of not changing?

There will be no personal Desire

what and How are toothless

No sustainable change without convinced employees.

TOP ERFOLGSFAKTOREN & RISIKEN



- Active and visible executive sponsorship
- Dedicated change management resources
- Structured change management approach
- Employee engagement and participation
- Frequent and open communication
- Integration and engagement with project management
- Engagement with middle managers

- Lack of executive support and active sponsorship
- 2 Inadequate change management buy-in and resourcing
- Resistance and lack of support for the specific solution
- Change-resistant culture and organizational structure
- Change saturation and lack of prioritization

In all ten reports, sponsorship was #1 on the list

Jan Feb Mar Apr May Jun Jul Aug Sep Oct







RECOGNITION

"I understand why..."



DECISION

"I have decided to engage..."



UNDERSTANDING

"I know how to change..."



COMPETENCE

"I have the capability..."



ADAPTION

"I take ownership..."

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Change begins with understanding why



Why is the change needed?

What is the **Risk** of not changing?











Reinforcement



Change happens on a personal level

- What's in it for me?
- My own choice!
- My decision to admit and participate!













Change requires knowing how

- Understanding how change works
- Training for new methods, processes, tools
- Learning new skills











Reinforcement



Change requires targeted action

The ability and competence to change























Change must be reinforced to be sustained

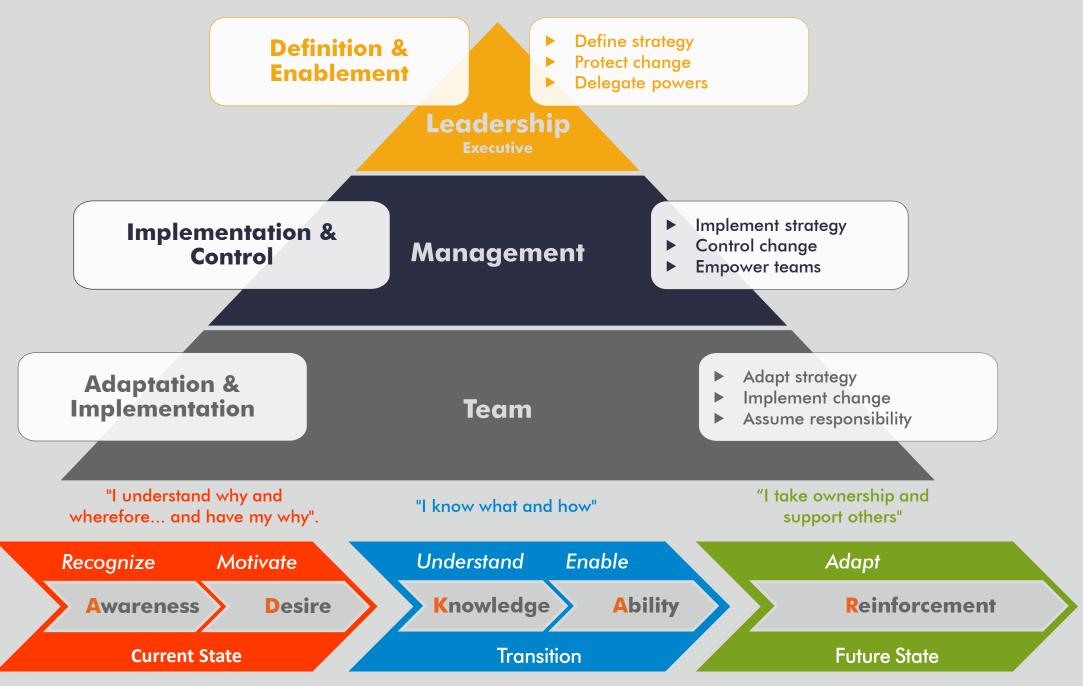
Measures to demand change in the long term

Encourage change through recognition and reward

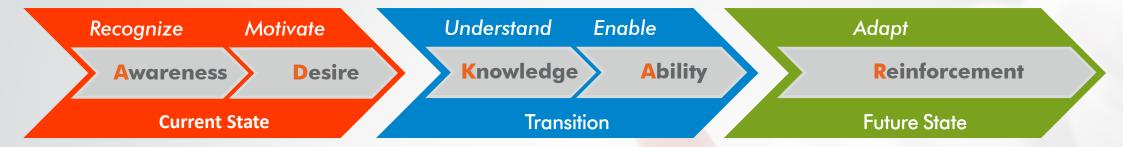












Without awareness and desire

- Employees asking the same questions over and over
- Lower productivity & higher turnover
- Hoarding of resources and information
- Delays in implementation

Without knowledge and ability

- Lower utilization or incorrect usage of new systems
- Uncertainty among employees
- Greater impact on customers and partners
- Sustained reduction in productivity

Without Reinforcement

- Employees revert back to old ways of doing work
- Ultimate utilization is less than anticipated
- The organization creates a history of poorly managed change



Employees

- Lack of Awareness of why a Change is needed
- 2 Change specific Resistance
- Change Saturation
- 4 Fear
- Lack of Support from Management or Leadership

Managers

- 1 Organizational Culture
- 2 Lack of Awareness and Knowledge about the Change
- 2 Lack of Buy-In
- 4 Misalignment of Project Goals and personal Incentives
- Lack of Confidence in their own
 Ability to manage People side
 of Change





Actively and visibly participate throughout the project

- Set expectations and establish clear objectives for the project
- Hold the team accountable for results
- Attend frequent project review meetings and actively review progress



Ally peers and managers to build a coalition of sponsorship

- The coalition is not just an organizational chart
- The coalition is based on 'who is being impacted'
- Bottom's up approach!



Adaptive interaction with employees and members

- Why do we need to change?
- Where do we change to?
- What should change and how?
- What will not change?
- Who should change (and why)?
- ▶ Risk if we do not change anything?



Phase 1

Preparation

- Define change management strategy
- ► Form Change Management Team
- Define and build sponsor role

Phase 2

Implementation

- Developing the Change Management Plan
- Implementation of the Change Management Plan

Phase 3

Reinforcement

- ► Collect and analyze feedback
- Identify gaps and resolve resistance
- Implement corrective actions and celebrate successes

Why?

To develop a specific and adapted strategy, the necessary team structure and an effective sponsorship model.

Why?

To create feasible plans based on which all affected individuals and the entire organization can accomplish the change.

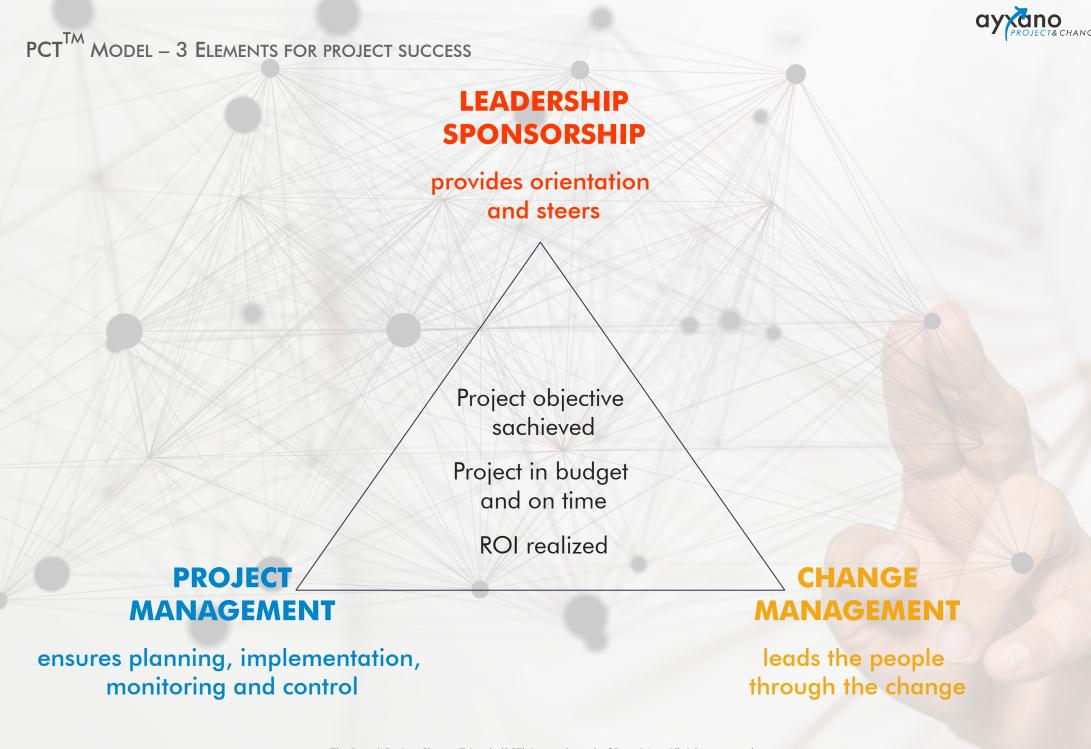
Prosci® 3-Phase Change Management Process

Why?

To ensure that changes are implemented consistently and permanently.

A structured approach to considering people in change projects

- Scientific
- Holistic
- Simple
- Scalable

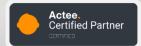


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Successfully change and drive adaption





Change Manager

Professional practitioners and certified experts.

Take the scariness out of your change projects.

To plan and successfully realize your strategy.

Change Pilots

Support and coaching for your change managers.

Helping hand in the back and bodyguard in difficult situations.

Safe competency development in your running projects.

Implementation

Certified partner of Prosci ADKAR and Actee.

Up to date methods, processes and tools for lasting success.

From implementing new systems to organisational restructuring.

Gamification

Learning playfully with fun in competitive gaming environment.

Experience action and reaction in learn what works best.

Preparation for the realization of your changes.



You want to know more



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