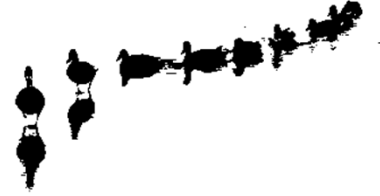


# CHANGE FOUNDATIONS

## Change management matters.

Companies need employees that change along with the organization. To help employees adapt, companies can try a DIY approach, and reinvent what others have already discovered. Or they can invest in customized consulting to gain step-by-step support during the change process. There haven't been many other options until now.



Partnering Resources' Change Foundations program provides a middle option for organizations with limited budgets and limited patience for reinventing the wheel. We provide companies with the foundation needed to successfully implement change.

Our approach brings together three powerful practices:

### 1. ENGAGEMENT

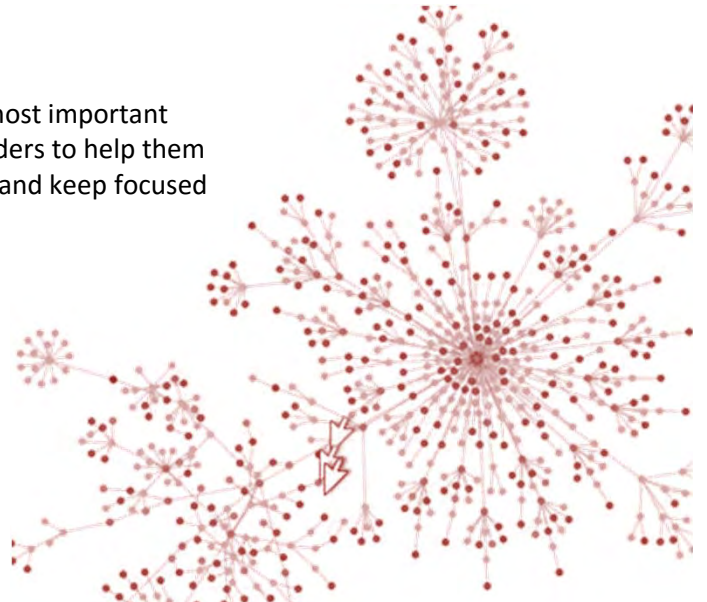
People resist change when they feel it's being imposed on them. They're much more willing to change if they feel a part of the effort. We work with you to develop smart, efficient ways to help people feel like they're part of change.

### 2. INFLUENCE

In every organization, 5 – 10% of staff members take on a special role in the human network. They have more influence than others, a greater reach, and more clout with their peers. These key contributors, identified through algorithms, can help accelerate change when engaged in smart, thoughtful ways. By identifying and leveraging influencers, organizations spread messages faster and establish change leadership among trusted peers.

### 3. LEADERSHIP

Strong, effective leadership is often cited as one of the most important indicators of change program success. We work with leaders to help them understand their role and responsibilities during change and keep focused on their goals through the tumult of change.



# CHANGE FOUNDATIONS

Partnering Resources' Change Foundations program brings together Engagement, Influence, and Leadership into one comprehensive, cost-conscious package that includes:

## ORGMAPPER | INFLUENCE REPORT

The OrgMapper | INFLUENCE report delivers lists of top organizational influencers that leaders can leverage in order to accelerate change. Based on a 5-minute, web-based survey, INFLUENCE is easy to administer and delivers actionable insights into your organization.



## ON-SITE CONSULTING

Two days of on-site consulting to establish your change management infrastructure. Organizations receive tried-and-true tools, as well as kick-off and ongoing meeting templates for three change infrastructure groups: the Change Leadership Group, Employee Advisory Group, and Buzz Group.

## CHANGE LEADER WORKSHOP

This one-day workshop, delivered to 4 – 12 people, teaches organizations how to use the change management infrastructure and OrgMapper | INFLUENCE report to support your change initiative.

## ADVISING

Two, one-hour advising sessions per month for six months in which we discuss how to leverage your influencers, optimize your change management infrastructure, and troubleshoot change-related challenges. Additional topics include resistance to change, competing priorities, and sustaining energy for change.

**Cost: \$39,600 for organizations with 1000 or fewer employees.**

Call for pricing for 1001+ employees.



The OrgMapper | INFLUENCER report is offered in partnership with [Maven7](#), a network analytics company co-founded by Albert-László Barabasi, author of *Linked*.

