

CHANGE NAVIGATION SERVICES



ALIGNMENT

Change starts with a clear vision and shared goals. We work with the executive team to help ensure that everyone knows where they're headed and the implications of the change for their areas.



READINESS ASSESSMENT

How prepared are people for change? What missing pieces need to be put in place to make change successful? We assess the terrain and gauge employee, team, leader, and user readiness.



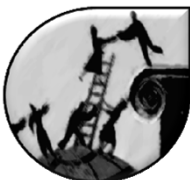
WORKFORCE MINING

Leaders can't implement alone. Using quantifiable network analysis practices, we identify likely supporters, informal leaders, and networks that can help drive change.



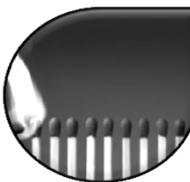
ENGAGEMENT STRUCTURES

People like to be part of change, not the victims of it. We create sustainable structures, like Pulse Groups and Change Advisory Groups, that provide two-way feedback and leverage the knowledge of the workforce.



LEADERSHIP COACHING

Change is a marathon, not a sprint. We coach leaders through the tough conversations, the competing priorities, and the distractions that can derail change.



SKILL BUILDING

Change requires different abilities than people use in their day-to-day jobs. We help people build the skills they need: individuals learn how to cope with change, managers learn how to help people through the process, and executives learn how to lead change.



TALENT MAPPING

Large-scale change often requires people to change roles and gain new skills. We help you assess talent, plan how to align employees with the new organization structure and goals, identify skill gaps and mitigation techniques, and create plans for smooth transitions.
