

Change Strategy Development

You have defined your goals for Changes (fusion, restructuring, takeover, culture changes integration, redevelopment, consolidation process, quality management,) and would like to begin with concrete realization. Accompanying you along the way in developing a realistic change strategy, we assist you with and in:

- Consultation and coaching of the involved areas of management

In order that the first important steps reflect an optimal framework to enhance the success intended changes.

Factually, this means, among other things, transferring the strategic goals on to departments; carrying over of processes or other items; matching projects to the right people; reporting and establishing problem escalation ways. We support you, for example, with

- realization of strategic goals on sub levels
- diagnosis and specification of the planned change
- Establishing of matching information and communication politics
- Mirroring the planned changes
- Balancing between existing and required resources
- Establishing control authorities / Review boards / Reporting

However, the “human factor” plays an essential role in the success of your intent: topics, such as, what is the right kind of information politic, discussion of the targeted goals, as well as, the employee’s willingness to change. All these factors depend upon whether your changes, in reference to consolidation and innovation, deal with surface or specialized factual changes. We also support you in

Clarifying the Willingness to change and the ability of your employees

Finally, a realistic overall assessment of the total changes is important. Size, innovation, and degree of the changes play an important role. However, the question of how the daily business can be secured is also important. In this respect, input from the positive and negative experiences of changes that have occurred in the past should be considered. In order to reach an adequate and correct evaluation of your intentions, that will still be visible for months ahead, we assist you in:

- Regulating the scope and quality
- inclusion of previous experience

A change strategy is found, if all participants:

- are clear over their roles and tasks
- accept it and are adaptable
- can afford it qualitatively and quantitatively

