



Making
strategy
happen.



CHANGE MANAGEMENT

TayganPoint Consulting Group | Delivering Effective Change

The one certainty in business is change—how you handle it can determine success. To succeed in today's marketplace, companies need to manage change effectively in order to realize the full value of their transformation efforts.

UNDERSTANDING CHANGE

Implementing the change itself is even more complex. Change is hard – no matter who you are or where you sit within the organization. It requires leadership, strong organizational sponsorship, upfront planning, clear roles and responsibilities, progress measurements, communication, unwavering focus, and lots of sensitivity. The success of your transformation hinges on how well received, supported and executed these new tactics are.

TayganPoint's customized, holistic and integrated suite of solutions can help your business drive robust outcomes by supporting the full range of organization change – from strategy through execution. Working alongside you, we create a structured program to comprehensively prepare your environment, employees and even your customers, as you mitigate risk and prepare to achieve your expected business benefits.

LEADING CHANGE

Defining and developing a new vision as well as an environment that supports your future state is an arduous task (and not for the faint of heart). Organizational culture and preexisting employee behaviors, often resistant to change and adoption of new processes, can be a significant hurdle to overcome.

TayganPoint works extensively with executive sponsors and key leadership to prepare them for the journey.

If you want to make enemies,
try to change something.

— Woodrow Wilson

PARTNERING FOR SUCCESS

With proven, insight-driven methodologies designed to increase the success of your change programs, we engage throughout all levels of the process:

- 1 Envision and manage enterprise-wide organization transformation programs
- 2 Plan and execute change management initiatives, with speed and agility
- 3 Build an internal change capability that is increasingly agile and adaptive



TayganPoint partners to facilitate, manage, and coach transformation programs from strategy through execution.

INTEGRATED APPROACH

TayganPoint's approach, blending business transformation, change management and change capability creation, is clearly differentiated in the marketplace. Our focus is on empowering the right people, with the right message, and the right channels of communication to get results - stronger adoption of new behaviors and mindsets by both individuals and organizational teams as your messaging makes a difference.

- Develop and implement approaches for organizational engagement
- Assess stakeholder readiness and develop plans to ensure participation and adoption
- Provide change impact and performance reporting
- Develop sustainability model changes to processes, systems, roles and responsibilities

MANAGING RESISTANCE

Why do employees resist change? Primarily because they fear the unknown. Employees are worried about how the change will affect them, their performance, their relationships with other employees, loss of control, concerns of competence and more. TayganPoint's approach takes resistance to change into all aspects of the change program to reduce resistance to change including:

- Clearly articulating the need for change and communicating in multiple forms
- Creating 2 way communication opportunities
- Holding education sessions that creates understanding of the process
- Leveraging the methods people naturally use for getting information
- Involving affected parties in the design process
- Delivering training programs that enhance their ability to be effective in changed aspects of their job

ETC™

ETC™ is a customized, structured, and comprehensive approach to educate, train and communicate to every stakeholder ensuring that changes are smoothly and successfully adopted, implemented and sustained to achieve lasting benefits.

