



Change That Lasts

Organizational Change Management



Addressing Key Risk Factors

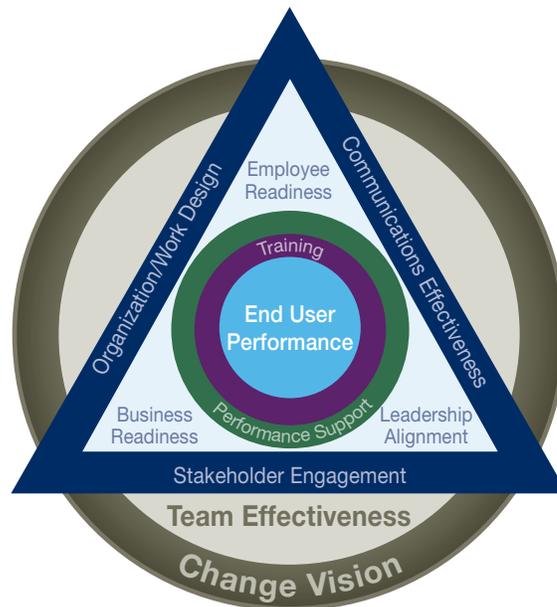
Change is constant in the business world. For your company to remain competitive and successful, you must prepare your employees for any and all changes in the work environment. By addressing key people and organizational implementation risk factors, RWD can help you accelerate your transition and enhance your investment in the business initiative.

Preparing your Organization for Success

RWD focuses on the one thing that we do best – improving employee performance. Our change management solutions address the critical needs required for a high performing organization. Our engagement philosophy is to coach and guide your people, not do the work for them. Working collaboratively with your people, we prepare your organization for new ways of working, put in place a continual learning culture, and develop your employees' skills and knowledge to perform in the new environment. We leave you with the methodology, tools, skills, and knowledge that ensure continued employee capability in the changed environment.

Key Components for Change Success:

- Communications
- Key Stakeholder Engagements
- Leadership Alignment
- Business Readiness
- Organization/Work Design Management
- Project Team Effectiveness



Key Components for Change Success

RWD supports all aspects of learning systems, performance management, and organizational effectiveness. Collaboratively with your team, we plan and execute:

- **Communications** — to inform and educate — audience segmentation, messaging strategy and design.
- **Key stakeholder engagement** — to build change leadership — key stakeholder identification, impact analysis, and intervention.
- **Leadership alignment** — to build organization ownership — workshops to translate project vision into organization objectives and metrics, change advocacy, and business readiness.
- **Business readiness** — to build site preparedness — multi-level site teams analyze, design and implement change in their own organizations.
- **Organization/work design management** — to integrate changes to roles and jobs, policies, management practices, reporting, process work flows, and performance management.
- **Project Team effectiveness** — to ensure everyone working on the project meets performance expectations.

RWD is a Different Kind of Consulting Company

Our focus can be strategic, operational or tactical, but in all cases our methodology allows us to shape our services to meet your specific change management needs throughout a project life cycle. Specifically, we deliver:

- **Independence** — equipping your people with change leadership skills.
- **Value** — using only one or two very experienced consultants.
- **Embedded ownership** — involving your managers and employees to build ownership through planning, design and deployment activities.
- **Acceleration** — quickly producing tangible and actionable results that meet your schedule.

To learn more about our Organizational Change Management Services, contact us at info@rwd.com or visit our website www.rwd.com.

