

Got Change?

Get Briljent.



Change Management

Is your organization implementing policy changes and new technologies?

With new policies, products, and technology affecting your teams, organizations can quickly show signs of stress.

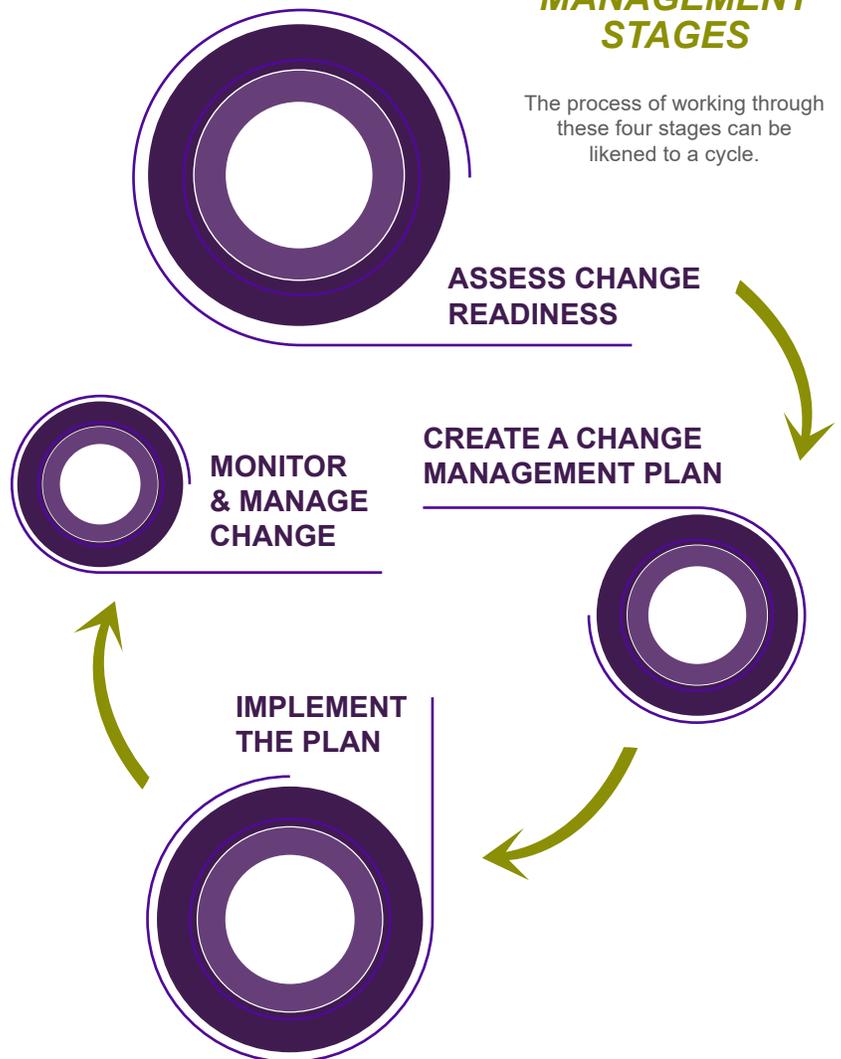
Briljent understands the challenges new technology and changing policies can have on your organization. We drive change within organizations by assessing readiness for change, creating a plan for change, and partnering with you to implement the change.

We create solutions that will help you navigate change. Our programs can be sized to fit your needs, ranging from basic project management and communications to large multi-year projects that engage all levels of your organization.

We help organizations facing change adapt. Our goal is to evaluate and enhance the processes, knowledge, beliefs, and attitudes of the team.

CHANGE MANAGEMENT STAGES

The process of working through these four stages can be likened to a cycle.



SCOTT LORCH - VP, Client Services

Approach

We believe that Briljent can apply this approach for Organizational Change Management in a way that offers significant advantages.



Activities Included by Engagement Size	S	M	L
PREPARE			
Define the change scope, rationale, and timeframe	*	*	*
Identify client OCM stakeholders and roles			*
Conduct impact assessment	*	*	*
Conduct organizational analysis			*
Define success measures		*	*
Evaluate change readiness		*	*
Assess risks			*
PLAN			
Develop project strategy and vision	*	*	*
Develop an organizational plan			*
Develop a leadership/stakeholder plan			*
Develop a communications and training plans	*	*	*
Develop a change network		*	*
Develop a risk and resistance mitigation plan		*	*
Develop measurement instruments/surveys			*
EXECUTE			
Support leadership through execution	*	*	*
Implement communications/training plans	*	*	*
Monitor, manage and measure risk and resistance		*	*
SUSTAIN			
Reinforce behaviors			*
Continue measurement over time		*	*
Adjust plans based on measurement results		*	*
Transfer ownership of the project			*
Support leadership through execution	*	*	*

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