

Change Management Consulting

Prosci Change Management Consulting services offer the expertise you need to improve your change outcomes. We provide expert facilitation and implementation support in applying the Prosci Methodology to your most important projects. In addition, Prosci consultants can partner with you to deploy change management across an entire project portfolio, or throughout a division or the whole enterprise. Prosci offers both in-person and virtual consulting support.

Prosci's knowledgeable consultants partner with your team to apply our industry-leading research, processes and tools on some of the most common technology deployments and enterprise-wide initiatives. Prosci consultants have real-world experience in integrating change management into project plans and can help coach their execution—or do it for you.

Who Is This Advisory Service For?

Change Management Consulting is designed for organizations that need to accelerate the results of their strategic changes by effectively addressing the people side of change. Our engagement model aligns with your existing change management practices and is tailored to help your organization:

- Apply the Prosci Methodology and bridge the gap between change management knowledge and change management execution, including supporting newly certified practitioners
- Engage expert resources to accelerate your success by collaborating on must-win projects or change initiatives
- Build credibility for change management as a discipline and achieve change success by coaching individuals

Common Types of Engagement

With Prosci Change Management Consulting, we help you develop a change plan specific to your enterprise environment, and especially the technology you're implementing or initiative you're launching. Here are some examples of the types of projects and initiatives we can partner with you on, though we have expertise in many other areas.

Transformational Programs

We can partner with you to implement change management in a single department or division, or across the entire enterprise, on transformations such as:

- HR transformations
- Digital transformation
- M&A
- Cultural transformations
- Return to work
- New leadership
- Strategic planning
- Reorganization

IT-Oriented Changes

We can focus our consulting on individual projects or across an entire project portfolio, on projects such as:

- Agile and Waterfall
- Office 365
- Workday
- Electronic medical records
- Salesforce
- Various ERP systems
- Digital automation

By providing you specific change management expertise on your critical projects and must-win initiatives, we'll help you accelerate your change results.

Outcomes

Prosci Change Management Consulting provides expert application of change management practices and tools to improve adoption of your changes. Working together with your team, we will:

- Assess your current state and develop a vision for what success looks like in the future
- Define adoption metrics and track adoption over the project or initiative lifecycle
- Create a tailored plan for how our experts can work with your team to achieve change success
- Execute the plan together and measure the achievement of success
- Help you after go-live to manage resistance and achieve your desired outcomes
- Build your individual and organizational change capabilities through role modeling, knowledge transfer, and coaching



Structure

Though each Change Management Consulting engagement is unique, we use the following process to ensure we collaborate effectively to define, achieve and sustain your success.

Hold kickoff meeting with the project or initiative sponsor and team to:

- Define success and understand the impacts of your change
- Align ADKAR® Model milestones with your project or initiative timeline
- Identify key stakeholders
- Establish meeting cadence and support schedule to align resources

Execute change management in collaboration with your team, including:

- Apply the Prosci Methodology to your change in real time to help impacted employees transition and adopt change
- Leverage research and best practices to drive successful outcomes with confidence
- Report to teams on adoption progress
- Embed change capability in your intended audiences

Close out the engagement, including:

- Fully transition project ownership to the organization
- Document lessons learned to increase your organizational change capability
- Transfer change management principles through experiential learning
- Evaluate further opportunities to leverage your change management capability