



Your People Partner

Change Management Support Services



A new way of securing just the right level of Organizational Change Management support for your project.



Change Management Support Services: Overview



Change management should not be a one-size-fits-all approach. So we offer a **customized** service that includes **sponsor enrollment, assessment, planning** and **execution** tailored to your needs.

We partner with you to develop the OCM plan which you can execute yourself or choose the Coaching and/or Execution support you need from Sedaa.

The Plan & Approach

A change plan includes:

- Change Story
- Stakeholder assessment
- Comms strategy & plan
- Training strategy & plan
- Adoption metrics

Primary plan development milestones :

- Project introduction meeting
- Project Assessment meeting
- Sponsor enrollment meetings
- Draft plan presentation and refinement
- Final plan delivery and walk-through

Coaching Support

Weekly coaching and guidance of client team (sponsors, leaders, project team) through execution and continued refinement of change plan and assessment of comms and training needs

Execution Support

Full execution of the plan including coaching plus comms development and management, training curriculum development/ delivery, sponsor and change engagement management and post go-live adoption support

Sedda's approach is practical and generative

We believe change management is a means to an end and we focus on the end-goal of high adoption with the least amount of resistance therefore:

- **we** use a blended OCM methodology taking the best existing OCM principles and the OD concepts that underpin them
- **our** language and tools can be methodology-agnostic or adapted to fit your preferred approach and style
- **we** assess and adjust our approach throughout the engagement to ensure the efficacy of our work

Generative: every experience of change should build personal capability to lead change while also increasing the organization's capacity to respond to change

Practical: our CM work is grounded in OCM best practices and delivered in a way that is useful and sensible to non-OCM practitioners

We understand that change today is relentless and can feel overwhelming, managing or leading change is not enough and therefore:

- **we** use brain-friendly techniques, drawing on people's natural and intrinsic desire to solve their problems
- **our** interactions with clients are designed to generate insights helping them to learn and grow as they move through the change
- **we** coach and support leaders at the executive and mid-levels to naturally apply the principles of OCM in future work

Change Management Support Service: Summary

We've **changed** the way change is managed and the way CM services are consumed, improving the effectiveness of OCM while reducing client costs

- Our experienced OCM lead is the single point of contact throughout the engagement
- Each engagement is customized to ensure cultural and organizational fitness
- The OCM (comms & training) plan is developed up-front with back office expertise. You choose what type of ongoing support is needed to execute the plan, selecting only the support you need
- We coach the client leader (organization & project), as necessary, to fully integrate and execute the OCM plan with the project plan
- Change support work (comms, training, etc) is managed by Sedaa, freeing up clients to focus on their work not manage resources
- Using neuroscience principles, change management practices are introduced and experienced (by all stakeholders) in a way that generates insights and builds employee capability and organizational capacity to lead and respond to future change

Get Started

If you are looking for a fresh new and effective approach for managing change in your organization, contact us now!

Sedaa

Building employee capability & organizational capacity to drive business transition and transformation in the 21st century.