How do I make people change their behaviour?

CHANGE MANAGEMENT STRATEGY
Transforming your EDRMS culture

Integration

Skills

Change

Strategy

EDRMS ADOPTION ENVIRONMENT

Capability

Leadership
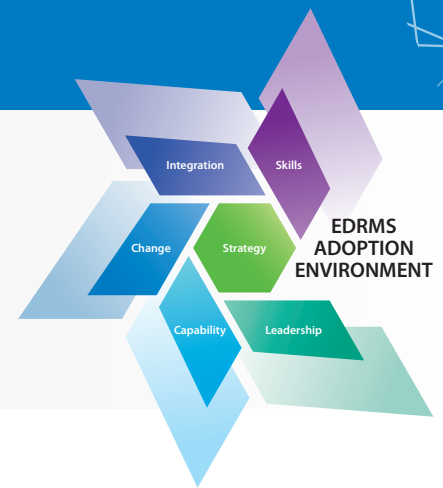
Using an EDRMS requires users to give up their current – and comfortable – practices. The majority prefer not to make that choice. To achieve high levels of adoption requires people to want to change their behaviours, as well as learn new skills. Without the essential behavioural change, an EDRMS project will fail. Change management drives adoption.

Determining the tactics that encourage managers to prioritise the implementation over existing activities is difficult. Overcoming individual resistance to the change is even more difficult. It requires high levels of skill to design the appropriate mix of tactics that will work with your organisational culture to achieve sustainable change.

Our solutions work. They are award winning. They have a track record of changing people's behaviour; doubling levels of adoption and, in the words of our clients, "creating true transformational change".

ChangeFactory®

Linked Training *the experts*

What is it?

A change management strategy outlines the means by which you can engage your organisation in the change required to achieve the EDRMS adoption goal, and drive adoption of new practices and behaviours at the individual level.

How do we go about it?

We complete interviews of a vertical slice of the organisation, especially those not well-disposed to the project, and determine the motivators and blockers to achieving the EDRMS adoption goal of your organisation. We identify the stakeholders with power over the successful adoption of the new - and the abandonment of the old - practices and behaviours that impact the project. We devise tactics to ensure passive supporters become active, and active and passive opposers become more supportive of the project. We develop an engagement strategy to ensure that the organisation's management hierarchy prioritise the planning and implementation of the project.

If desired, we develop a detailed plan of engagement activities and complete an analysis, assessment and evaluation of the project risks with regard to making the necessary changes to users' and managers' behaviours. If desired, we will also take the senior management team through a workshop which gains their commitment to the necessary actions to implement the project, and change the behaviours of people to maximise adoption.

How does it add value?

EDRMS adoption projects of any scale that do not have effective, detailed change management strategies and plans have a failure rate of more than fifty percent. Effective change management saves projects.

How do I choose the package?

If you have less than five sites and less than 2000 people and you want a robust strategy but are willing to work out the detailed plan yourself, then the $10,000 package may be right for you. If you have more sites or staff, or you want to have a detailed plan of tactics to use to apply your change management strategy and senior management support, then the $20,000 package is for you.

Change Management package	$10,000	$20,000
Historical review	Y	Y
Comprehensive business, IT and Records team interviews	Y	Y
Stakeholder management workshop	Y	Y
Change management strategy report	Y	Y
Engagement strategy workshop	Y	Y
Engagement plan		Y
Risk management workshop		Y
Senior Management Team presentation		Y
Total days	**6**	**12**

All prices GST inclusive. Travel and accommodation included. Conditions may apply.

Call us to discuss your needs

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Integration   Skills

Change   Strategy   EDRMS ADOPTION ENVIRONMENT

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