

Solution Brief

Change Readiness Assessment

Business Challenge

Organisations are under continuous pressure to transform and evolve. But statistics show that a significant portion of change initiatives fail to produce their intended Return on Investment (ROI) due to lack of adoption and sustainment. Rapid shifts in process and technology can be challenging to manage — especially when your teams may be managing not just one initiative, but a complex portfolio of change as part of a broader enterprise-wide transformation. So, how do you make change stick?

How we help

More than 20 years of benchmark data suggest transformations are up to six times more likely to meet or exceed their objectives if a structured Change Management strategy is applied. Insight will help you build a data-driven adoption and sustainment strategy.

The Change Readiness Assessment is designed to pinpoint what you need to drive lasting change among your employees.

Our experienced Adoption and Change Consultants will perform a fit/gap analysis between your current state and desired future state for any transformation or change initiative. This analysis will help you take actions to realise the expected Return on Investment (ROI) and achieve business outcomes related to the people side of change. As part of this engagement, we'll also provide a customised Change management strategy to help your organisation increase speed of adoption, utilisation and proficiency.

Duration

Five days

Benefits

- Leverage our Adoption and Change Consultants with access to an adoption expert.
- Ensure employees feel prepared, equipped and supported through change.
- Increase the probability of your change being on-schedule and on-budget.
- Capture people-dependent ROI by improving adoption and usage.
- Successfully manage and overcome resistance to change.
- Build long-term change competency into your organisation.

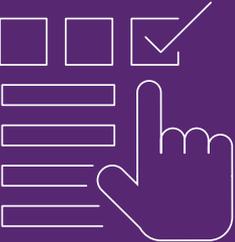
Is the Change Readiness Assessment right for your organisation?

- Do you have upcoming or in-flight transformations or change projects that rely on people to change how they work?
- Have you considered how the people impacted will adopt the change?
- Would you like to better realise the expected ROI associated with change adoption?
- Are you appropriately prepared and staffed for your change project?
- Have you had (or currently having) problems with adoption on change projects?
- Do you have a strategy in place to manage the people side of change?

Our approach

Insight has deep experience and the bench strength to help support your strategy regardless of size, complexity or current maturity.

Here's what to expect during this engagement:

<h3>Activities and Deliverables</h3> 	<ul style="list-style-type: none">• Change Management enablement session• Definition of current and future state• Sponsorship, leadership, technical delivery, project management and organisational change management capability assessment• Risk assessment consisting of change characteristics and organisational attributes analysis• Sponsor and leadership assessment focused on effectiveness, change sentiment and ability to influence• Group impact assessment to quantify the degree of impact on crucial job aspects	<ul style="list-style-type: none">• Gap analysis of each individual impacted by the change, along with the corresponding effect on the group level• Documented gaps and opportunities in the following areas:<ul style="list-style-type: none">• <i>Sponsorship and leadership support</i>• <i>Formal change structure</i>• <i>Project management</i>• <i>Change Management structure</i>• <i>Change resistance and risk mitigation</i>• <i>Change strategy for ensuring successful adoption</i>• Two change strategy sessions to review and discuss all documentation for gaps and opportunities
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A Change Management partner you can trust

With more than 30 years of industry experience, Insight has helped more than 1,200 Fortune 5,000 companies embrace change with confidence. Using a deep pool of skills, our teams are flexible and will adjust to your preferred Change Management methods.

Here are some other things we bring to the table:

- Named in 2019 Top 10 Change Management Consulting/Service Companies by HR Times
- 80+ experienced and Prosci-certified OCM practitioners
- Deep expertise in Prosci, Kotter's 8-Steps and various org-specific methods
- Europe-wide offices with active benches of available practitioners
- The continued growth of Change Management practice with consistent recruiting of top talent

About Insight

At Insight, we define, architect, implement and manage Insight Intelligent Technology Solutions™ that help your organisation run smarter. We will work with you to maximise your technology investments, empower your workforce to work smarter, optimise your business and create meaningful experiences.

For more information, please contact your Insight Account Manager.

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