

## Change Management

The global market environment has heightened the need for a concept often avoided: change. Management is finding itself in a position to implement change; however they often lack an effective mechanism to do so. Organizations need something deeper than simply change. They need a change management culture that is continuously moving in the direction of improvement and innovation.



Change management provides organizations with a systematic approach to dealing with change. It addresses change from an organizational and individual perspective. Although it is a somewhat unclear term, change management incorporates at least three different aspects to organizational change, including adapting to change, controlling change, and effecting change. All three aspects campaign for a proactive approach to dealing with change. For an organization, change management calls for defining and implementing procedures and technologies to deal with modifications in the business environment and to profit from dynamic opportunities. Successful change management includes a set of practices, tools, and techniques that can be adapted to a variety of situations in your organizational environment.

The ability to adapt successfully to change is as crucial within an organization as it is in the natural world. Think of it as corporate Darwinism. The more effectively you cope with change, the more likely you are to thrive. Companies need to be able to successfully manage both internal and external change. This adaptation might involve establishing a structured methodology for responding to changes in the external business environment (such as a fluctuation in the economy or a threat from a competitor) or establishing coping mechanisms for responding to internal changes in the workplace (such as new policies or technologies).

### Our Approach

At Thomas Group, we provide end-to-end consulting for businesses in transition. We design change management approaches tailored to your business needs and organizational culture. These unique offerings are crafted to drive tangible results that far exceed traditional business practices. We expect that our clients gain a healthy ROI from implementing our change management approach. We provide your organization with the appropriate mechanisms to engage employees, ultimately producing results. We help our clients realize change management faster and with more dedication and focus than they thought possible.

### Services We Provide

- Strategy implementation
- Goal setting
- New business model execution
- Organization alignment
- Process renovation
- Cultural change acceleration
- Resource productivity planning
- Organization change management implementation (OCM)
- Strategic destiny through leadership intent
- Training and development

### Results Achieved

- Cycle time reduction
- Cost and productivity improvements
- Quality and service improvements
- Resource and work alignment
- Marketing and product management innovation
- Customer service improvement

Thomas Group's change management methodology implements a common platform to help you define how you will operate and conduct business. Our change management connects and implements a fully integrated platform to:

- Utilize best practices from your industry as the foundation for the future
- Enables transparency across the system
- Implements an end-to-end, integrated performance view
- Eliminates non-value added activities
- Enhances decision-making processes
- Aligns people and processes more closely with the strategy
- Eliminates barriers to achieve optimum enterprise performance
- Defines and implements standard processes, tools and performance metrics
- Refocuses goals on the future

Thomas Group President and CEO, Earle Steinberg states, *"The image of change management in most people's minds focuses on culture and corporate behavior and the individual performance that is driven by the kinds of behaviors that exist, and change management is viewed as an effort to move those behaviors in a different direction. In reality, change management is much more than that. Change management includes the use of tools: tools to accomplish what you want, whether those are physical, intellectual, mental, or whatever they might be. Critical change management is enabling people to see the utility of those tools and a process for using them in a way that will move the organization in a desired direction. So change management is all of those things: better processes, better tools, and the development of a culture that supports the use of better mechanisms to make progress against aligned goals – it is using all of that to help drive individual and group behavior in a consistent way toward achieving the goals that the company strives for. This is change management."*

Let Thomas Group help you realize your potential by implementing **Breakthrough Change Management.** 