



# What is Change Management ?

Change Management is the process of planning, implementing, and controlling changes within an organization or project. It involves a structured approach to transitioning individuals, teams, and organizations from a current state to a desired future state while minimizing disruption to business operations.

Change Management typically includes several key steps, including:

- Identification of the need for change
- Planning for the change
- Communication and engagement with stakeholders
- Implementation of the change
- Monitoring and evaluating the change
- Making adjustments as necessary

## Why Should Companies Create a Change Management Plan?

- **To minimize resistance:** A change management plan can help to identify potential sources of resistance and develop strategies to minimize it.
- **To communicate effectively:** A plan can help to ensure that all stakeholders are informed about the changes and their impact and that communication is timely, clear, and consistent.
- **To manage risks:** A change management plan can help to identify and assess these risks and develop strategies to mitigate them.
- **To ensure consistency:** A plan can help to ensure that changes are implemented consistently across the organization or project, with clear guidelines and procedures for all stakeholders to follow.
- **To measure success:** A change management plan can also help to define success criteria and metrics, and establish a process for monitoring and evaluating the effectiveness of the changes.



## Project Overview

Effective Change Management is critical to the success of any project or organizational transformation. It helps ensure that changes are made in a systematic and controlled manner, with a clear understanding of their impact on stakeholders and the business as a whole. By managing change effectively, organizations can minimize resistance, increase adoption, and achieve their desired outcomes more quickly and efficiently.



## Change Management Team

The Change Management team is integral to the process. This team will be directly responsible for the entire change process, from conception to implementation. Some common roles on a change management team that Avion can fill include:

- Sponsor
- Project manager
- Change manager
- Training manager
- Change analyst
- Communication specialist

## Change Management Approach

The Change Management experts at Avion Consulting can help you identify and address obstacles or resistance to change within your organization. Once identified, the solution may take the form of communications, training, coaching, or a combination of targeted actions to increase absorption and encourage acceptance.

- Organizational readiness for change
- Change impact assessment
- Communication and stakeholder engagement
- Training and knowledge transfer
- Implementation support and transition
- Change management effectiveness

Overall, creating a change management plan can help to ensure that changes are implemented smoothly and effectively, with minimal disruption to business operations and maximum benefits to the organization.

At Avion, our consultants diagnose your situation and assess your business, culture, and change management needs before employing any particular model. Whether you require an ADKAR approach or the PERC method, the right solution will be selected to meet your business needs.

Contact us to learn more  
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