

Making Your Change Easy And Your Investment Stick

Organizational Change Management (OCM) builds a people strategy that aligns people with technology and process to maximize adoption and minimize resistance.

Benefits of Organizational Change Management (OCM)

Implementing new technologies and updated processes can be a powerful way to uplevel your company. However, these changes often require a significant time and monetary investment. OCM is the ultimate insurance policy for that technology investment - without any adoption or benefits realization, all you are left with is vaporware.

Taking an OCM approach to your business brings people impacted by the change and their needs to the forefront, and greatly improves the probability of projects coming in/under budget.

- ▽ Maximize adoption
- ▽ Minimize resistance
- ▽ Realize benefits of investment (positive ROI)
- ▽ Meet project objectives
- ▽ Increase chances of change 'sticking'
- ▽ Increase alignment and accountability across the organization
- ▽ Ensures speed, cost, and quality metrics are met

Meeting you where you are at with two solutions to help you achieve your people goals



Strategic

Creating a game plan for delivering a successful OCM practice within your organization.



Tactical

Rolling up our sleeves to drive plans for even your most complex initiatives.

Specific Components

- ▾ Targeted OCM analysis
- ▾ Assessing organizational readiness
- ▾ Coaching sponsors/leaders
- ▾ Building and executing OCM strategy
- ▾ Building OCM practice and/or methodology
- ▾ Establishing an OCM community
- ▾ Identifying and analyzing impacted stakeholders
- ▾ Pinpointing behavior changes necessary to reach the future state
- ▾ Measuring change effectiveness (quantitative & qualitative)
- ▾ Developing a sustainment strategy
- ▾ CLARC role evaluation
- ▾ Evaluating change maturity
- ▾ Conducting gap analyses
- ▾ OCM workshops

Why AIM?

AIM has lived through the complexities of change

AIM is recognized as a top-tier technology consulting solution provider. Nearly every engagement we deliver leads to change. Together, we will ensure your investment sticks with the people who use it so expected value becomes reality.

Our superpower is overcoming the barriers to change

We know that change can be scary and challenging. Our OCM consultants possess the perfect blend of empathy, adaptability, and calm that enables them to lead change and establish a lasting organizational change presence. This superpower leads to the development of realistic, manageable, and measurable OCM strategies.

Properly plan for upcoming changes and incorporate OCM into delivery processes – ensuring change that sustains and an investment that is worthwhile. Maximize adoption and minimize resistance to reap the benefits of the intended change, while creating realistic, manageable, and measurable capabilities.

We are your trusted organizational coaches.



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AIM Consulting, an Addison Group company, is an award-winning industry leader in technology consulting and solutions delivery. AIM's differentiation is our collaborative engagement model that provides cross-functional results. We work with clients, shoulder to shoulder, for one goal – their success. Founded in 2006, with offices in Seattle, Minneapolis, Denver, Houston, and Chicago, we are ranked among the fastest-growing private companies and best companies to work for due to a long track record of success with our partners and consultants. Our long-term relationships with the best technology consulting talent allow us to deliver on expectations, execute on road maps, and drive modern technology initiatives.