



That's how the start succeeds!

## Management of Change - Or everything stays different

We accompany you through the implementation of new strategies, structures, systems, processes or behaviors.

Our goal is to ensure the realization and sustainability of decisions and their implementation in your organization.

We provide suitable framework situations that promote the natural achievement of autonomous decisions and their implementation.

In this way, we ensure the identification of all those involved with the changes in your organization in line with their own behavior, give them confidence in their own abilities and in the solvability of future tasks and give them satisfaction with their own participation in the development of the company.

### Status quo

You are planning a change and your employees are skeptical, negative or do not accept changes?

### What is stopping your employees?

- > Implementing changes reminds of a long expedition with many stages and obstacles
- > Every change creates fear through the movement from the known to the unknown
- > Too many timely changes, perceived unrealistic expectations and failed improvements can lead to subjectively perceived pessimism and hopelessness.

### How do we counter this?

- > Changes are made in 3 phases and are planned and executed incrementally by us
- > **Unfreezing** (actual recording, mobilization, communication of vision / urgency)
- > **Accompanying** change (communication, empowerment, adoption group management, removing obstacles)
- > **Freezing** the change (the change becomes the new status quo)
- > **Incremental changes** are user-friendly small steps that are easier to accept
- > This supports the emergence of the culture of change, making regular adjustments / changes easier to accept

### Why Proservia



We are convinced that the digital transformation can only be successful when integrating the human factor. Changes in an organization need to be addressed holistically considering "man power" and IT topics together.

We call it peopleIT.



## Technical implementation

For a successful change, it is essential to inform and involve the affected persons at an early stage and on a regular basis in the appropriate degree of detail.

### To achieve this, we rely on the following tools and processes:

- > As-is assessment of the situation assumed in advance
- > Adapted multichannel communication of vision / advantages / needs
- > Agile methods and tools
- > Ensure empowerment
- > Piloting solutions
- > Participation of the persons concerned

## Results of the project

Effective change management has become a prerequisite today for keeping organizations and businesses efficient and competitive.

It is essential that visions, goals, strategies and measures are shared by all employees and stakeholders.

### Proservia is happy to help:

- > Minimization of business risks (no downtime due to accompaniment / splitting into user-friendly change packages)
- > Increase of acceptance
- > Implementation of the change as a new actual state



## Want to learn more?

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Proservia combines the aspects of digitalization and its impact to people into solutions. *As European IT Services brand of ManpowerGroup we focus on in-country delivery, employing over 7,000 people. In Germany, with ~1,000 experts, we act as flexible partner always close to our customers with a focus on the user-related aspects of digital transformation.*