

# › Organizational Change Management

## Minimizing Cultural Barriers to Success

All projects encounter interpersonal challenges, territorialism, and general resistance to change. Getting in front of hidden barriers to successful change is critical. Zanett has the capability to understand these issues before they become limiting factors to the project, raising your chances of success, and reversing cultural erosion caused by unsuccessful implementations.

### › Why “Project / Program Management”?

- › Technical risk is a major factor that is easily overcome with major system changes
- › Cultural risk is often overlooked or discounted causing catastrophic consequences and/or delayed return on investment
- › Resistance to change is seldom overt or organized
- › Create a better working relationship between the business and their IT partners, overcoming previous issues or troubled implementations

### › A Roadmap for Successful Change Management

#### **Successful organizational change includes:**

- › Sponsorship Alignment
- › Coaching
- › Cultural Assessment
- › Education / Mentoring

All of these elements support the increased understanding of the organization’s ability to absorb the impending changes. We also put processes and activities in place to ensure the change initiative is not subject to undue risk as a result.

As you begin introducing changes to the organization it is imperative that the potential impact of a resistant culture be fully understood and countered with a specific approach. This plan is necessary whether changes involve new systems, altered systems, acquisition of another company, or a major overhaul of existing processes. Zanett supports you with a structured approach to assess the existing culture which includes the organization’s previous experiences with change.

Previous challenges with change will almost always be carried forward in some form and cause issues with the current process if they are not fully understood with a mitigation plan defined. Past history is one aspect that can be addressed through better understanding. There are, however, key attributes that have been proven as unique characteristics of certain types of organizations and specific industries.

Zanett consultants possess expertise and have applied it in various industries to provide first-hand perspective on the challenges and their proven history of overcoming them. As the cultural state is understood a plan can be formulated that integrates with the planned changes that are occurring. This consolidated approach is specifically designed to increase the likelihood of your success.

## WHY Zanett?

Zanett helps our clients align business objectives with technology to create Real Enterprise Value™. We help plan, build and manage the business applications that you rely on to run your business. Our unique combination of depth and breadth in functional experience combined with our industry expertise creates tremendous value for our clients.