



Helping you develop the organization of your dreams.

Retain top talent: Managing Change

Ensuring your operations sustain and rebound before, during, and after change

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Archetype Learning Solutions

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INTRODUCTION

Be it a new computer system, an internal restructure, or a merger, change is one of the most difficult and stressful occurrences within your organization. Be it a lack of measurement, communication, disconnected operations, or training, poorly managed change is the difference between a successful or unsuccessful change implementation and goals.

Best case scenario, effective change management plans include both process-management as well as an understanding of the psychological nuances. Both are necessary in any plan and make change more tolerable for your team members and ensures that your organization can bounce back to pre-change operational levels with much more ease.

Archetype Learning Solutions offers a full-suite of tools and resources to help you more smoothly plan and execute change management within your organization.



PRODUCT/SERVICE/METHODOLOGY

Can you manage the success of your project and related change management? Yes, you can!

With the Archetype Learning Solutions Change Management Score card, your organization can measure and manage organizational change management tactics. Assess readiness at the leadership, organizational, individual levels and more. This tool helps us identify specific barriers that are influencing or impeding change.

In addition, we offer operational mapping to ensure that all of the identified changes are mapped to the correct roles and responsibilities. This helps to eliminate bottlenecks, role redundancies – a cause of a lot of organizational stress, operational silos, missed knowledge transfer, and helps us clearly pinpoint communication needs.

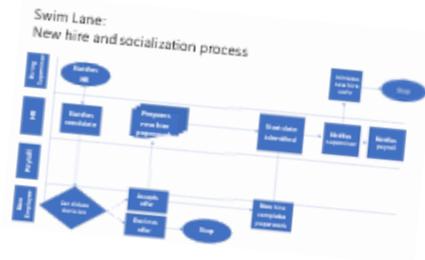
Finally, our role-to-process matrix provides clear and concise training of any and all new information. This allows us to target our training approach to the exact individuals who need new knowledge rather than a blast approach, which may be overwhelming and costly. Our training also includes helping leaders understand the psychology of change to help reduce change resistance.

We'll stay with you six-weeks post change to provide additional support to ensure your team members fully understand and accept the changes!



Visual Data

Project:	Assessment: week beginning	Indicator	Score
Overall status			
Organizational metric			
Leadership readiness			
TBD			
Legend:	Green	Yellow	Red



Key hire and socialization	Recruitment	Onboarding	Socialization	Other operational areas
Recruitment				
Onboarding				
Socialization				
Other operational areas				

In addition to our suite of tools, we understand how frustrating change can be. We also understand people and know how human dynamics shows up as resistance to change! Let us help you design and manage a change management program that will ease the pain for all and get your operations back to normal.

All of these tools then become the handbook of your organization. Team members have specific tools to help them navigate new processes, use the correct forms, and ensure change longevity.



CONCLUSION

Change can be stressful for all parties and can have a significant impact on your productivity and operations. While it may be frustrating, don't let ineffective or poorly managed change impede on your strategic goals. Let us help you develop a plan and strategy to ensure that change is managed effectively and keep you on-track.

Key Takeaways

- You can measure change,
- Communicate, communicate, communicate,
- Clearly map your operations,
- Train the right people, at the right time.