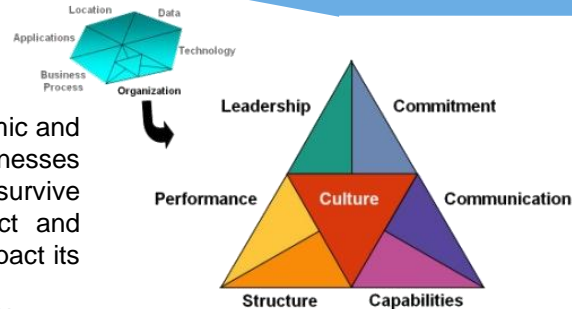


What and Why

Change is a fact of business life in today's dynamic and competitive global business environment. Businesses need to be agile and responsive if they are to survive and prosper. An organization's ability to direct and respond to business change can significantly impact its speed to business results.

Using our Catalyst Organizational Change Management Maturity Model, CSC can help our clients enhance their change management capability, ensuring their organization is equipped to successfully manage the change required to realize their strategic goals.



Process

The Catalyst framework have been used successfully in several projects. OCM is weaved in the framework but can also be used as a separate method.

OCM consider all aspects that is effected by an organizational change, i.e. Leadership, Commitment, Communication, Capabilities, Structure , Performance and Culture.

To succeed with a change project, CSC use a method to increase the sense of emergency, called Accelerating Implementation (AMI). This method contain the following steps; Definition, Build Agent Capacity, Access the climate, Generate sponsorship, Determine change approach, Develop target readiness, Build communication plan, Develop reinforcement strategy, Create cultural fit and Prioritize actions.

Business Value

- Increase the possibility for success of business change initiatives, e.g. business process changes, transition and transformation projects and large system implementations
- Improve the speed of organizational changes, i.e. speed of pay back
- Increase employee satisfaction
- Increase the readiness for future changes in the organization

Customers

CSC has a long experience of OCM projects, both internal (in relation to sourcing assignments) and externally.



Deliverables

The OCM practice provides

- A plan of action for transitioning the organization through to a change state
- Aligned leadership of an organization to provide a strong foundation for enrolling the rest of the organization
- A transition strategy
- Organizational change management interventions