

# Transformation Success

## Organizational Change Management

**62% of organizational change efforts fail!** Not because the plan was poorly designed but rather because of a lack of acceptance and failure to mitigate sources of resistance. General Electric's Change Acceleration Process (CAP™) expressed that the Quality of a transformation plan times the Acceptance of the plan determined the Effectiveness of the plan ( $Q \times A = E$ ). It is the acceptance element of the equation that is often overlooked in transformational efforts. This fact sheet provides a concise overview of the key features and benefits of engaging in Organizational Change Management Consulting.

### A Model For Successful Change

Our team can tailor a comprehensive change strategy aligned with your organizational goals, to foster a clear vision and purpose for your change initiative. We will identify and engage key stakeholders at all levels, ensuring their commitment to and participation in the change process. We assist in developing robust communication plans to convey the rationale, benefits, and progress of the change, addressing concerns and fostering transparency. We are skilled at implementing targeted training programs to equip employees with the skills and knowledge required to adapt to new processes, systems, and ways of working. We will help you to, proactively, identify and address resistance to change, providing support mechanisms and strategies to mitigate challenges during the transition. Our process equips teams with data-driven insights, enabling agile responses to changing market conditions and ensuring the organization stays resilient in dynamic environments.

### Realizing The Value

- Ensure a seamless transition by minimizing disruption, maintaining productivity, and mitigating potential resistance.
- Foster a positive employee experience by engaging employees in the change process, promoting a sense of ownership and commitment.
- Facilitate cultural shifts within the organization, aligning values and behaviors with the new vision and objectives.
- Identify and mitigate risks associated with change,

### How We Can Help

- **Planning** – Design and deliver a comprehensive change management plan.
- **Facilitation & Coaching** – Coach the entire transformation process or facilitate teams through critical aspects of the plan.
- **Alignments of System & Structures** – Necessary to sustain the change

### Endorsements



Sr. Principal,  
Strategic  
Integration and  
Operations - **Vizient**

*“Brad has an amazing ability to connect with individuals around managing through change and promoting standard work. He listens carefully, brings in diverse perspectives, asks probing questions, thoughtfully constructs a strategy, and artfully partners with clients to execute on plans. Brad is methodical, practical, and creative in his approach allowing for balance when working through challenging situations. He is a trusted coach and mentor to everyone around him. Those of us who get to work with Brad are the lucky ones.”*



**BRADLEY SCHULTZ & ASSOCIATES**  
At The Forefront