

## Organizational Effectiveness Transformational Change Management

### Organizational Effectiveness

Change Portfolio Management

Executive Coaching

Organizational Assessment & Design

Organizational Readiness Assessment

Talent Strategy

Transformational Change Management

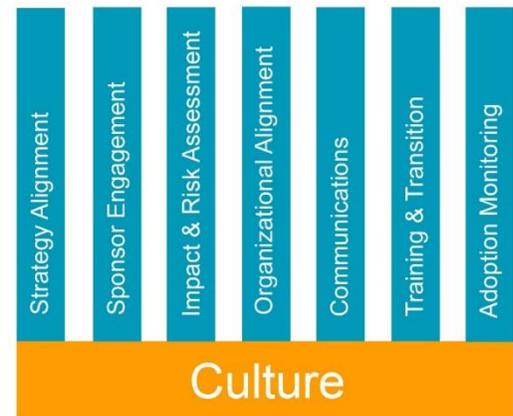
### The Challenge

Organizations embark on a variety of initiatives that demand new and different outcomes from their people. But many do so without considering the challenges these changes create for the organization as a whole, or for the individuals affected. Lack of consideration and planning for the people side of change affects costs, employee productivity, customer service, customer satisfaction and, ultimately, the return on the organization's investment in the change.

How can you proactively manage the people side of change so that your change takes hold and leads to success?

### Our Services

Change management is the essential ingredient in transitioning people and organizations from current state to future state in order to achieve lasting change. By understanding your organizational strategy, culture and barriers to change, Point B will develop a change management plan that engages your employees throughout the change process, connecting them with the vision for change and proactively managing any resistance along the way. Our change management approach recognizes that culture influences all aspects of change. We anchor every major component of our change management approach to your cultural context, never imposing something new from the outside.



By emphasizing organizational engagement and cultural integration, we help minimize disruption so you can implement sustainable change, realize your desired outcomes, and achieve your return on investment.

We offer the following Transformational Change Management services:

**Change Management Delivery** – Develop and deliver change management strategies and plans—including leadership and execution.

**Change Portfolio Planning** – Develop the change portfolio planning and management process. Assess the current change portfolio to determine enterprise change readiness/change saturation.

**Change Management Capability Development** – Change management training, coaching and shadowing.

## Transformational Change Management

### Offices

Austin

Bay Area

Boston

Chicago

Dallas

Denver

Minneapolis-St. Paul

Phoenix

Portland

Seattle

Southern California

**Enterprise Change Management Setup** – Develop enterprise change management strategy, methodology, processes and tools. Assess enterprise culture, capabilities and sponsorship to determine effective placement of change management. Implement the change management office and metrics for ongoing monitoring.

**Capability & Readiness Assessment** – Assess enterprise or department readiness for a specific change. Identify recommendations to best position the organization for success.

### Why Point B?

Point B provides seasoned leadership and trusted advisors with a proven track record in transformational change management. Our change management specialists have guided clients through mergers, acquisitions, restructuring, organizational transformation, product and service launches, and the adoption of improved processes and new technology. Point B's approach is to focus on the organizational outcomes you need and help you consider the impacts of organizational changes. Leveraging years of successful, hands-on experience with diverse organizations, we customize the approach to fit your needs. We partner with you throughout the process to solve organizational challenges, increase ownership, and help you fully realize the benefits and value your organization is poised to achieve. Throughout our engagement, we leverage the collective wisdom of our firm and our client network to tailor best practices to your specific needs.

Since 1995, our Transformational Change Management services have helped clients by:

- Designing integrated change management programs that support all types of projects and transformational initiatives.
- Leading change initiatives.
- Coaching sponsors to be effective change advocates.
- Mentoring executives, management and employees on best practices in change management.
- Developing organizations to support and sustain significant transformation and change.
- Designing and executing communication plans for broad internal and external audiences.
- Developing and providing training to all levels of an organization in support of a change initiative.