

Transformation Management

Transform Your Supply Chain. Transform Your Organization.



Transformation management is a cultural shift within your organization leading to an agile supply chain and organization adapted for change. It is vital for the evolution of your supply chain and will keep it efficient, productive, and continuously improving.

The Support You Need

Supply chains are both complex and unique to your company since they are constantly required to adapt to market trends and organizational changes. Transformation management provides an agile approach to your supply chain and the execution of projects.

In an ever-evolving supply chain, projects happen both concurrently and subsequently. In order to effectively and efficiently bring about transformation, projects require both deep integration into each other and ownership by those in your organization.

The typical focus of a project's or projects' outcome is on high quality, on-time and at budget delivery. Quality, time, and cost are vital metrics in project execution, but as transformation takes place, it is also important to consider the impact on your organization and associates. This "people side of change" or change management is the other side of the coin that is integral to project execution and vital to long term, sustained transformation.

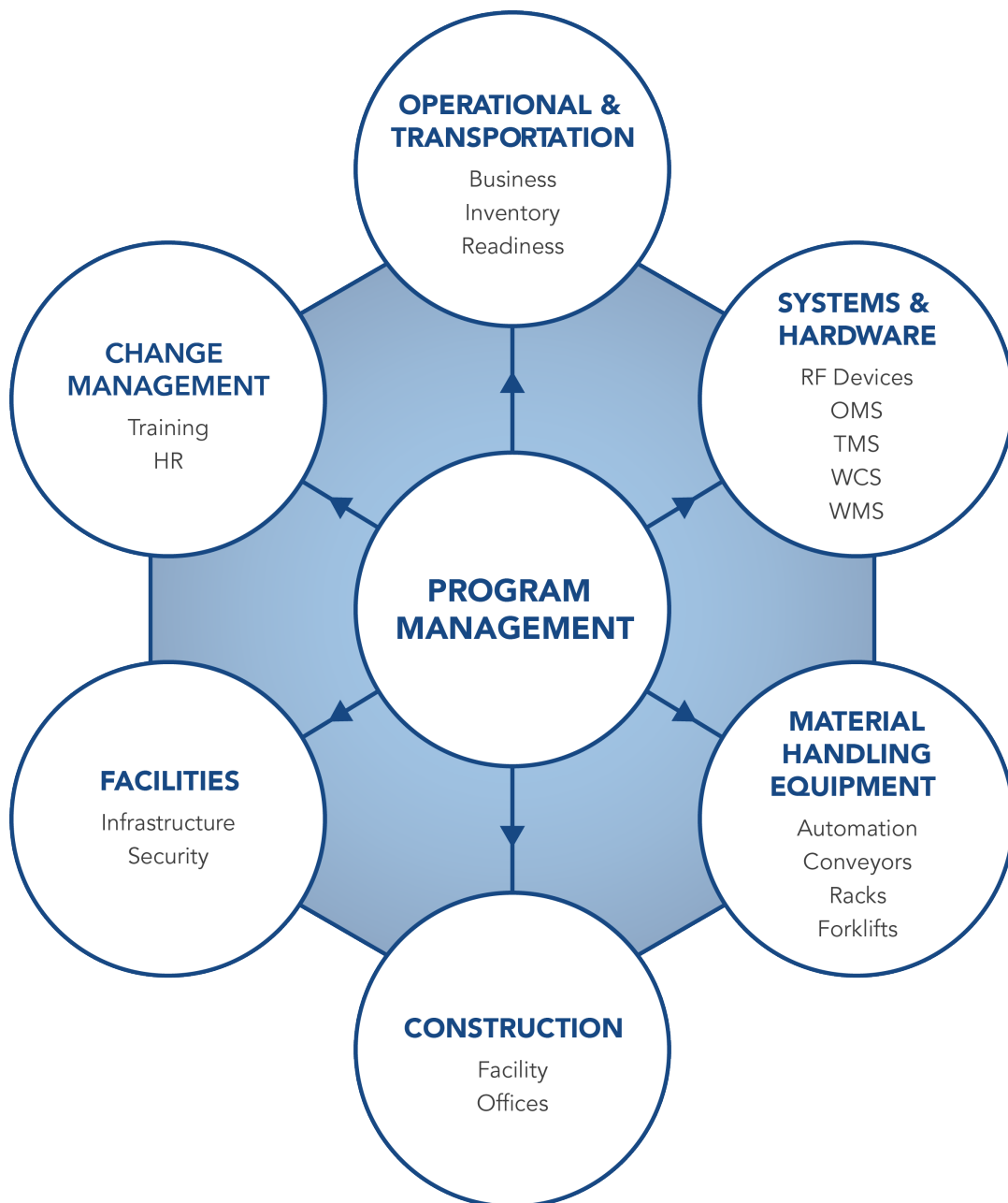
Change management and project management should run on fully integrated paths throughout transformation. When executed appropriately,

this integrated approach leads to increased return on investment and a deep ownership from your associates as you transform your supply chain. When true ownership happens from all organization levels, you will begin to create a culture adapted for change.

When change and project management are fully integrated supply chain transformation will occur.

Our methodology includes access to enVista's industry-leading expertise throughout your entire transformation. enVista offers expertise in all areas

of supply chain allowing us to be the single partner that helps transform your organization. Our expertise provides comprehensive and sequenced project execution that includes both industry best practices and subject matter experts at your disposal. This enables us to provide realistic timelines, budgets, and sequencing for each step of your transformation and individual projects, as well as a team to help mitigate the inevitable risks that arise.



enVista's Proven Methodology



Learn

Approach

The best way for enVista to partner with you is to get to know your organization, processes, and your team. We will meet with your leadership and associates and observe applicable parts of your company so that we start with a solid foundation to execute your transformation.

Example Deliverables

- Project Kick-off
- Scope Finalization
- Change Management Training

Plan

Approach

Building on the foundation of the *Learn* phase, our experts work alongside you and your team to build a seamless plan to execute your transformation. Throughout planning, we will begin to bring both leadership and affected associates into the conversation to continue to build organizational ownership of the projects and its results.

Example Deliverables

- Master Project Plan / Schedule
- Project Budget
- Risk Identification Sessions / Initial Risk Matrix
- Project Communication Cadence
- Project Status and Executive Reports
- Resource Planning
- Roles and Responsibilities
- Change Management Plan
- Change Management Team
- Change Management Communication Plan

Execute

Approach

Once a transformation is through the *Plan* phase and approved by your leadership, we will begin to execute. We will work with your team to deliver in accordance with the developed plan and timeline, work through risks as they arise, ensure quality of the deliverables, and work with your team to help them understand the “why” behind the change. Our goal is to hand over a completed transformation that is not only as desired, but also one that your team helped execute so that going forward there is ownership of your supply chain’s long-term success.

As projects are executed as a part of your supply chain transformation, we are able to track all ongoing projects to ensure duplicative work does not occur and each project is executed in tandem.

Example Deliverables

- Continually Updated Project Plan
- Action Item Log
- Issues Log
- Project Status Reports
- Weekly Project Meetings
- Gap Analysis and Reviews
- Executive Reporting and Meetings
- Project Success Metrics
- Cross Functional Coordination Meetings
- Readiness Assessment
- Quality Assessment
- Continued Change Management Execution

Close

Approach

Close begins in the *Learn* phase. Throughout the entirety of the transformation, we will track lessons learned and assess the overall approach. In addition, we will take time for final knowledge transfer to ensure the process and deliverables are handed over to your organization for future use.

Example Deliverables

- Lessons Learned
- Project Debrief with the Project Team
- Project Debrief Summary
- Project Deliverable Copies
- Final Executive Report Out
- Continuous Change Management Plan

Benefits of Leveraging enVista's Transformation Management

- Proven methodology that produces a return in a short period of time
- Integration of project and change management that creates organizational ownership
- Reduced total budget and faster execution
- A standardized and proven approach applicable to future projects
- Sustainable change acceptance after transformation is complete

When is Transformation Management Necessary?

Facility Transformation

- 3PL Selection/Transition
- Site Selection, Optimizing Labor, Taxes & Transportation
- Facility Design/Facility Optimization/Automation Analysis
- Material Handling/Automation Engineering
- Material Handling/Automation Implementation Services

Supply Chain Technology Selection Services

- Supply Chain Software Strategy & Selection Services
- Warehouse Management System
- Labor Management System
- Order Management System
- Point of Sale/eCommerce Store Front
- Transportation Management System
- Transportation Application Integration Services

- Demand Planning & Forecasting
- ERP Implementation Services

Transportation Services

- Two-Day Ground Delivery Optimization
- Carrier Contract Negotiation
- Global Freight & Parcel Cost Modeling & Benchmarking
- Freight & Parcel, Audit & Pay
- Transportation & Fleet Modeling
- Traceability & Visibility
- Route Optimization
- Parcel vs. Pool Point Store Replenishment Optimization
- Insourcing vs. Outsource Transportation to/from 3PL
- Incoterm Prepaid to Collect Conversion Project

Supply Chain Traceability & Visibility

Management of Supply Chain Transition

Private Equity Due Diligence

Change Management: “The People Side of Change”

If you are new to the idea of change management, it is a set of processes, tools and practices that we use to manage the “people side of change.” Change can be difficult, so we integrate change management within a project to:

- Help your employees transition from the current state to a desired future state
- Achieve better results when employees are actively involved and participating in the change
- See and recognize diverse perspectives, as Change Management requires two perspectives:
 - Individual perspective (how people experience change)
 - Organizational perspective (how groups are managed through a change)
- Ensure understanding of the importance of managing change; enVista is a Prosci Affiliate Partner with certified change practitioners
- Leverage Prosci’s ADKAR Change Management Model which includes a robust change management framework and advanced toolkit

About enVista’s Transformation Management Methodology

enVista’s transformation management experts use a solid, proven methodology that integrates both project execution and a people driven change management approach that allows for organizational transformation, not just completed projects.

By using our experienced experts, we will not only deliver your transformation on time and within budget, but we will identify change agents within your company to implement sustained change. Structuring transformations in this way leads to long-lasting success and sustained acceptance of organizational change, which leads to ongoing success.

While our methodology is standard to all the things we do, we take the time to learn who you are as an organization, the individuals within your team, and the desired outcome of your project in order to tailor our approach to best fit you. In doing so, you will not only walk away with a completed transformation and associate ownership, but you will also have a process to follow on future projects that fits your organization.

Let’s have a conversation.™

info@envistacorp.com
envistacorp.com

