

# Change Management

Maximize ROI by Adopting Change



enVista's approach to Change Management ensures faster delivery of the solution by catalyzing employee adoption. Our team begins by identifying people-dependent benefits and objectives as they pertain to the overall business strategy.

## enVista's Change Management

Supply chain transformations come with a great deal of change. New systems, processes, job roles and even new equipment require employees to do their job differently. Helping employees embrace and adopt these changes is key to realizing all the benefits of implementing them.

enVista's Change Management team is highly efficient, experienced and knowledgeable in change management methodology and best practices, which ensures your implementation is effective and helps you get the most out of your investment.

At enVista, our deep systems knowledge and change management expertise enable us to provide real-world solutions that work on time and within budget. Our team has a proven record of tailoring

systems and applying solutions that address our clients' specific business requirements, thereby reducing overall costs.

## Benefits of Change Management

In enVista's experience, on average, the installation aspects of a project account for only 22 percent of the project's ROI, whereas the remaining 78 percent of that is depending on the adoption of the change by employees – which is what is affected by change management. With a successful Change Management program by enVista, you will:

- **Capture the people-dependent portion of ROI.** Equip employees with the information and tools they need to adopt and use new systems and processes. Eliminate the need to spend additional time and money on rework, redesign and retraining.

- **Mitigate risk associated with change.** enVista will assess your organizational attributes and change characteristics to determine the amount of risk involved in order to customize a change management strategy to meet the needs of your project.
- **Reduce productivity loss and attrition due to employee resistance.** While resistance is the natural human reaction to change, we can identify potential areas of resistance and develop tactics to prevent it where possible and address it, should it occur. Minimizing resistance by planning for it helps keep the project on time and on budget.

## Our Approach

enVista's approach to Change Management ensures faster delivery of the solution by catalyzing employee adoption. Our team begins by identifying people-dependent benefits and objectives as they pertain to the overall business strategy. We then map out an effective and seamless plan to manage the people side of change. Finally, we ensure an efficient operation and a well-trained user team capable of leveraging the new technology.

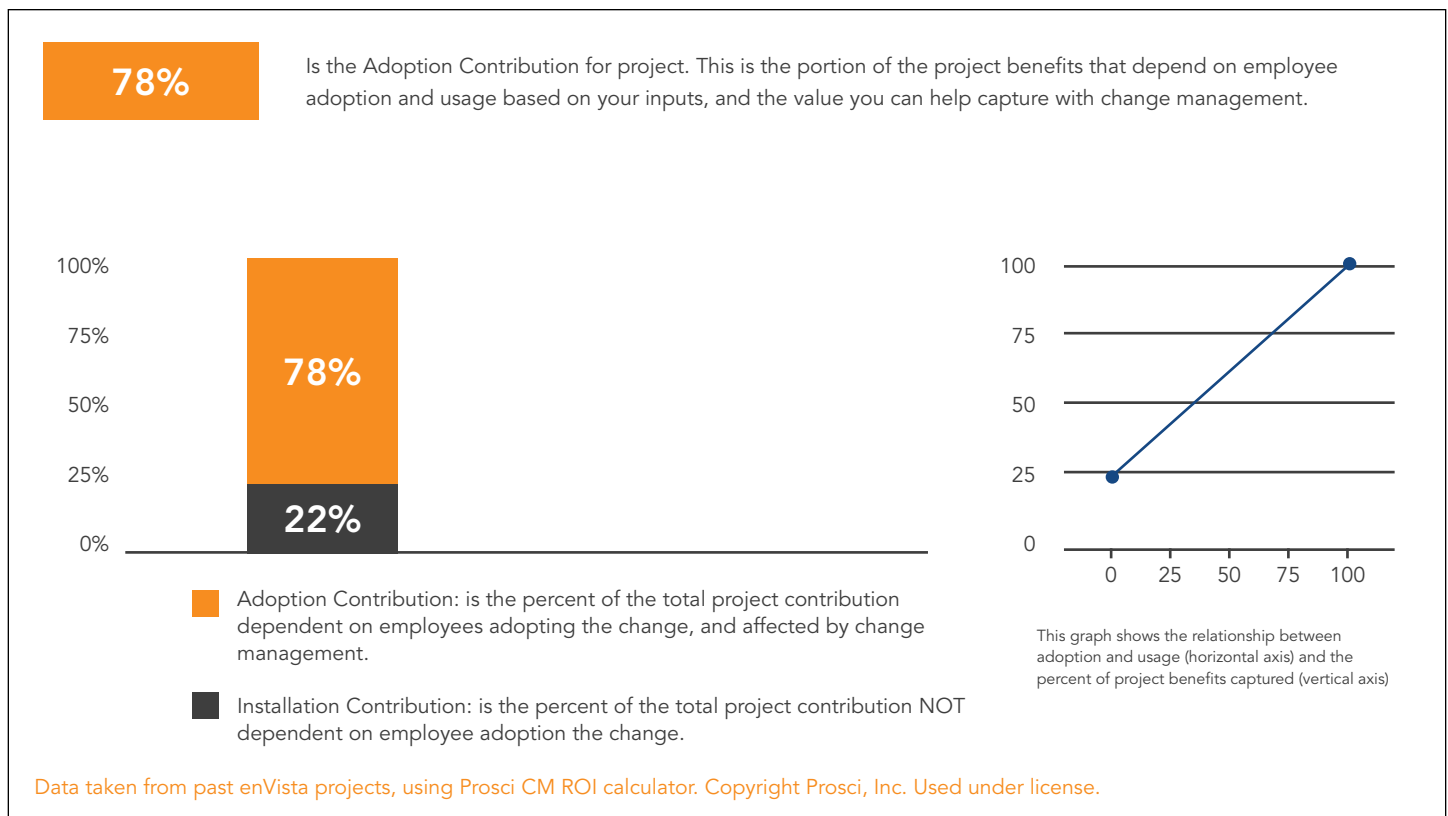
**Preparing for Change:** We assess the change characteristics and your organizational attributes to customize a change management strategy, prepare the change management team and develop your sponsorship model.

**Managing Change:** With a thorough understanding of the magnitude of your project, our team will develop change management plans that we will then work with you to implement.

**Reinforcing Change:** Because the change does not end at go-live, there are steps we follow to make sure the change sticks. enVista works with your employees to collect and analyze feedback, diagnose any gaps and manage resistance as well as guide you in ways to implement any necessary corrective actions and celebrate successes.

## Program Management

enVista ensures not only a successful system implementation but also a successful solution delivered on time and on budget. Throughout the implementation, project status is communicated across all levels of the organization to avoid any missteps in project direction.



Major deliverables include bi-weekly project status reports, monthly executive update presentations, and bi-weekly project budget/timeline reports.

Our proven methodology ensures a complete and successful solution to our clients. We will ensure you have the expertise to manage the application, and we will be there every step of the way to maximize your return on investment.

## Results of Partnering with enVista

Our Change Management team will help you:

- Develop and define people dependent benefits and objectives along with adoption metrics to measure progress
- Document overall impact of the change to both the organization and individuals required to adopt the change
- Identify and address barriers to change
- Prepare your change management team with role-based training
- Develop and execute communication, coaching, training, and resistance management plans and sponsor roadmap
- Measure adoption progress through organizational, individual and change management performance
- Conduct audits, identify gaps, and implement corrective actions
- Realize the people dependent portion of project ROI

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## About enVista

enVista is a leading global consulting and software solutions firm enabling enterprise commerce for the world's leading manufacturers, distributors and omni-channel retailers.

enVista is uniquely experienced in both optimizing supply chain efficiencies to drive cost savings and unifying commerce to drive customer engagement and revenue.

enVista's Unified Commerce Platform and the firm's ability to consult, implement and operate across supply chain, transportation, IT, enterprise business solutions and omni-channel allows mid-market and Fortune 100/5000 companies to leverage enVista as a trusted advisor across their enterprises.

**Consulting and solutions delivery is in our DNA.**

**Let's have a conversation.™**

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