



# Change Management from Argano

## Minimize disruption and maximize adoption to increase success of your digital transformation

Keeping up with new technology or processes should not be cause for friction or frustration within your teams. We help you develop a change management strategy that is aligned with your business goals and desired outcomes by collaborating closely with all stakeholders. Our change management consultants combine proven methodology, benchmarking, and best practices to ensure successful adoption that maximizes your technology investment while minimizing risk — guiding you to a faster path to agility and growth.

### Maximize your technology investment

Ensure you get the most from your solutions with expertise to elevate and evolve your legacy culture and support your digital transformation initiatives.

### Ensure user adoption and alignment

Engage your people throughout your transformation journey through progressive communications and engagement to help your teams best navigate their change journey.

### Drive transformation, agility, and innovation

Help your team unlock new capabilities and transform their work with thoughtfully designed and repeatable processes that guide your teams at every step of your transformation journey.

### Reduce risk

Make change part of your organization's approach to business modernization to enable continuous innovation while minimizing disruption — guiding your path to success.

### Benefits:

- Maximize your technology investment
- Unlock innovation, agility, and growth
- Improve user adoption
- Enable continuous learning and skill building
- Minimize disruption and reduce risk
- Reduce staff turnover

**73%** of employees affected by change say they are suffering from moderate to high stress levels. Additionally, only **31%** of employees agree that their organizations prevent them from being overloaded by change demands.

*Gartner, Change Synergy*

**Need training?** If you have specific training needs, talk to us about developing a program that serves the requirements of your teams.

**6x greater likelihood of achieving desired outcomes** when change management is part of the initiative.

*Prosci Project Management Survey*

**Change your approach to change!** Argano's change management experts can help build a culture of change as a foundation for success. Contact us today to at [microsoft@argano.com](mailto:microsoft@argano.com) to get started!

## Change management aligned to your business needs

All of our change management programs are developed in collaboration with your teams, aligning change initiatives with your overall business strategy and desired outcomes. You can select a change management package or choose a-la-carte programs. Depending on your specific needs and goals, we design a strategy and plan of action that ensures faster results and clear path to ROI.

### Packages

	STANDARD (8-16 hours per week)	LIGHT (<8 hours per week)
Change readiness assessment and recommendations	x	x
Communications plan	x	
Sponsor engagement	x	
Stakeholder analysis	x	
Training planning	x	
Dedicated change management consultant	x	
Project team coaching	x	
Coaching for your change manager		x

### A-la-carte

<b>Change Readiness Assessment and Recommendations (60+hours)</b>
<ul style="list-style-type: none"> <li>Evaluate team readiness for change</li> <li>Receive customized recommendations to guide change journey</li> <li>Establish best practices and benchmarking toward successful user adoption</li> </ul>
<b>Change Management Concept Training</b>
<ul style="list-style-type: none"> <li>Build skillsets and understanding with sponsor workshops</li> <li>Learn change management: theory to practice</li> <li>Clarify project roles and responsibilities</li> <li>Assess trainer readiness</li> <li>Facilitate process map development</li> </ul>
<b>Facilitate process map development</b>
<ul style="list-style-type: none"> <li>Establish uniform understanding of present state for upstream and downstream stakeholders</li> </ul>
<b>Communication Strategy</b>
<ul style="list-style-type: none"> <li>Identify communication channels and senders for key stakeholder/user groups</li> <li>Plan communications cadence</li> <li>Increase early adoption by reducing predictable friction points</li> </ul>
<b>Better Our Operations, Systems, and Teams (BOOST)</b>
<ul style="list-style-type: none"> <li>Configure Power App and program to optimize business processes and fuel employee engagement</li> <li>Simplify and centralize employee input and business process review</li> <li>Improve cross-functional/departmental collaboration</li> </ul>
<b>Continuous Process Improvement Coaching</b>
<ul style="list-style-type: none"> <li>Remedy gaps in adoption with post-implementation adoption assessment and strategy iteration</li> </ul>

#### About Argano

Argano, a next-generation business and technology services provider, builds Digital Foundations that make businesses run better. We are committed to helping clients think differently about how they deploy and manage people, processes, and technology. Combining strategic consulting and services, we deliver interconnected solutions that enable innovation and drive operational excellence.

