



## Change Bridge™ - Leading the Transition

### What is Change Management™?

It is a **practical and structured program** to help companies manage change processes in an orderly, clear and participatory way, ensuring that teams understand, adopt and sustain the transformations necessary for the evolution of the business.

**Change™ Management** helps organizations:

- ❖ Prepare for changes.
- ❖ Minimize resistance and risks.
- ❖ Generate commitment in teams.
- ❖ Achieve sustainable results in every transformation.

It is designed for projects of changes in processes, organizational structure, implementation of new systems or strategic adjustments that require *alignment and action from the entire organization*.

#### What problems does it solve?

Lack of clarity and communication in projects.

Difficulty in aligning different sectors and actors around a common goal.

Implemented changes that are then abandoned due to lack of discipline

Failure of improvement projects due to lack of management of the human factor.

Resistance of teams to adopt new ways of working.

#### Expected results

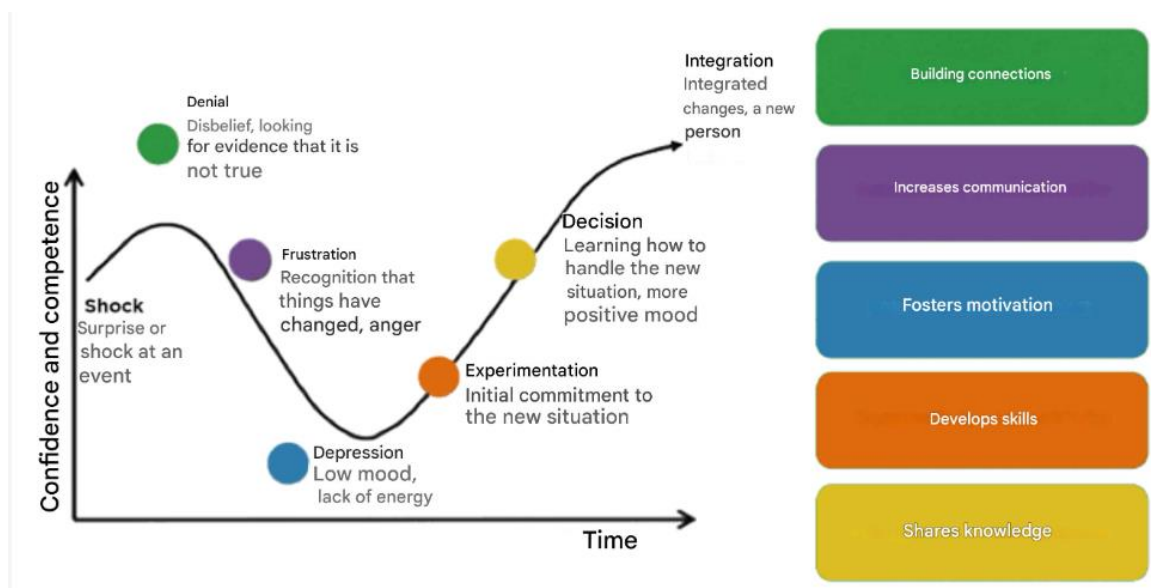
Clear alignment between change objectives and team actions.

Minimization of internal resistance and adequate management of expectations.

Long-term sustainability of changes.

Greater speed and effectiveness in the implementation of transformation projects.

Improvement in structured communication and operational discipline of the team.





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## Methodology and timing

**Change™ Management** is structured in four phases:

**1 Vision of change and initial evaluation:**

- Written definition of the project, objectives and opportunities.
- Current state vs future state.
- Work team and KPIs of success.

**2 Structural analysis of change:**

- Impact on sectors and the organization.
- Impact matrix, risk management and contingencies.
- Identification of key actors.

**3 Change management plans:**

- Actor management: roles, internal coaching.
- Communication plans: structure, monitoring, recognition.
- Education and training: knowledge matrix, training plans.

**4 Change management as an active tool:**

- Transformation of communication into a systematic process.

The times are adapted to the size and complexity of the project, with a typical duration of **8 to 12 weeks** of accompaniment, combining face-to-face workshops, coaching and structured follow-up.

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## What other products does it relate to?

**WasteZero™**: facilitates the acceptance of Lean practices in the company.

**Kaizen Action: ensures™** the participation of teams during improvement events.

**LeanBridge™**: Boosts the adoption of the required operational discipline.

**StratBridge™: Helps** align changes with strategic goals.

**Lean Enterprise Transformation™**: essential to sustain changes during deep transformation processes.