



CHANGE MANAGEMENT

ANALYSIS
STRATEGY
ACTION



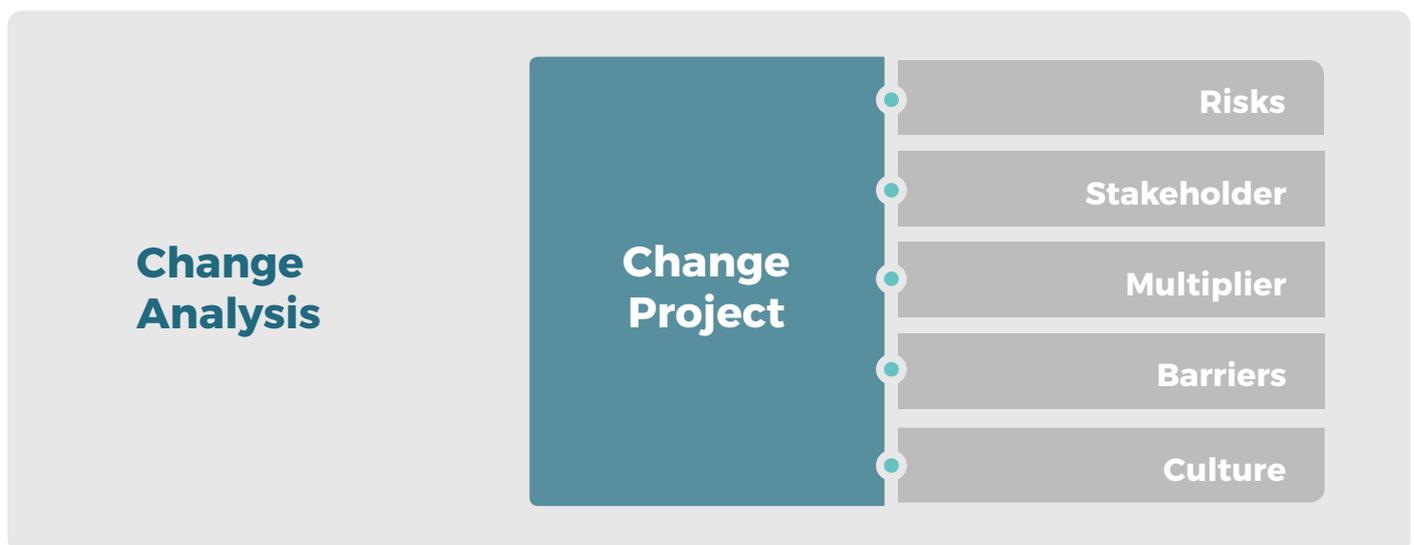
POKESHOT
PEOPLE SOLUTIONS PERFORMANCE

At the heart of every successful change or organizational initiative lies a well-thought-out management strategy. Not having one would be like boarding a plane that wasn't inspected for safety and whose destination was unknown. Experienced change management consultants at Pokeshot will help you successfully implement your social business suite. Working closely with you, our team will map out a comprehensive change strategy and roll out the measures necessary to achieve your social business objectives.

CHANGE ANALYSIS

Implementing and integrating a social business suite will significantly change how your organization communicates and collaborates. People are creatures of habit; they initially resist adopting new ways of doing things. So, we help you analyze the current state and identify early on existing fears and anxieties caused by negative experiences, a lack of role models, overstress and insecurities. Using this information, a series of targeted, tailored measures are defined and put into action. The following aspects will be analyzed:

People are
creatures
of habit



CHANGE CONCEPTION AND IMPLEMENTATION

In collaborative workshops, we will develop a change management strategy based on your organizational culture. The strategy will spell out concrete measures that will enable your organization to transition from its current state to its desired future state. Our consultant team will provide a wide range of advice and assistance, leveraging a wealth of expertise gained from other change projects. We will also help you with implementation and training where needed.

Our experts have extensive experience developing and implementing change measures. Here are a few examples:

Name	Description	Benefits
Change Management Coordinator	<ul style="list-style-type: none"> + Coordinates all change activities + Communicates with stakeholders + Develops new measures 	<ul style="list-style-type: none"> + Aligned measures + Feedback channel for users and stakeholders + Nothing will be forgotten
Management Enablement	<ul style="list-style-type: none"> + Extra events (presentations, roadshows) to enable transformation leadership 	<ul style="list-style-type: none"> + Motivation + Early engagement + Management serves as a multiplier
First-Day Flyer	<ul style="list-style-type: none"> + Users receive a flyer on their desk on launch day 	<ul style="list-style-type: none"> + Reduces fears + Users recognize attention + Users see that the application isn't complicated

CHANGE MANAGEMENT PORTFOLIO

All measures will be tailored to your organization's culture in close collaboration with you. Pokeshot offers services that cover the entire change management portfolio (Analysis, Planning, Implementation), so we can support you throughout every phase of your change initiative:



**If you have any questions
don't hesitate contacting us.**

Learn more at
www.pokeshot.eu

Contact us at
sales@pokeshot.eu



POKESHOT
PEOPLE SOLUTIONS PERFORMANCE

Pokeshot ranks as one of the most experienced full-service providers of social business solutions. Our team of knowledgeable and creative professionals is deeply committed to developing solutions that help our clients achieve sustainable success.