



Managing to Change Paradigms

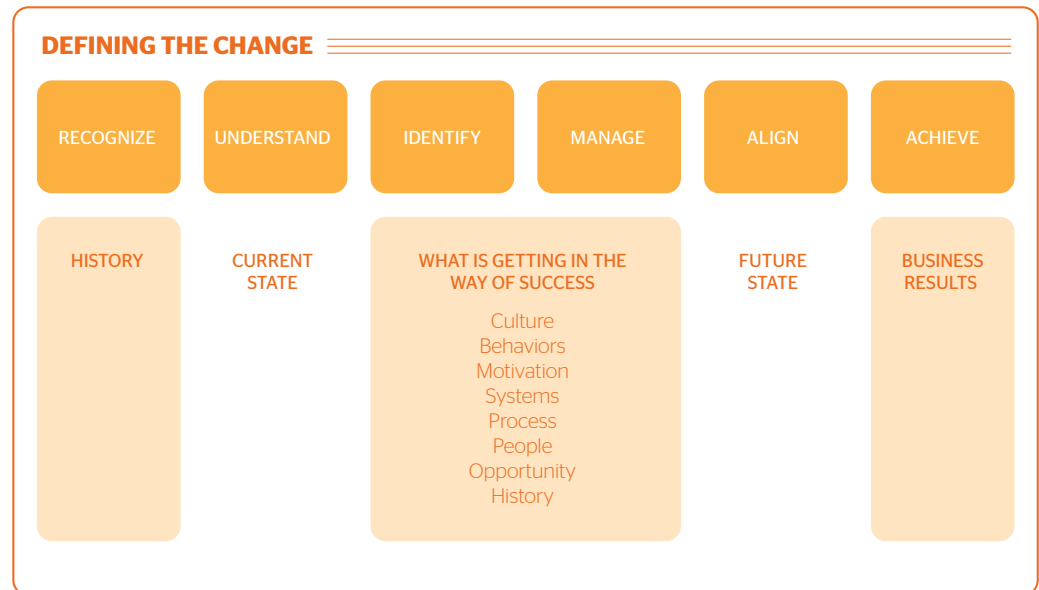
We've always said that the essence of change is people. While Expressworks is a leader in process and systems transformation, we never lose sight of the fact that all of these changes affect people. We really don't change people; we work to change paradigms. How people see the world is colored by where they spend a large chunk of their time.

Change is change, but the context of that change is very different. The more we understand details like a client's cultural atmosphere, history and location the better assessment we can make of the existing paradigm of stakeholders. Understanding the existing paradigm allows us to more precisely articulate how a new one will work—and begin to execute those changes more successfully.

Our consultants are seasoned practitioners in change management and management consulting with demonstrated executive-level experience. They are self-starters, committed, have a high degree of self-confidence and the passion, energy, enthusiasm to drive results. We marshal and mobilize people to show up, be ready, and be motivated.

Defining

The first step to managing change is understanding where your organization has been, where you are right now, and where you need to be to deliver results. Most organizations can easily identify their need to change and their new direction, where they need help is identifying and removing barriers to their success. What is getting in the way of your organization being successful?

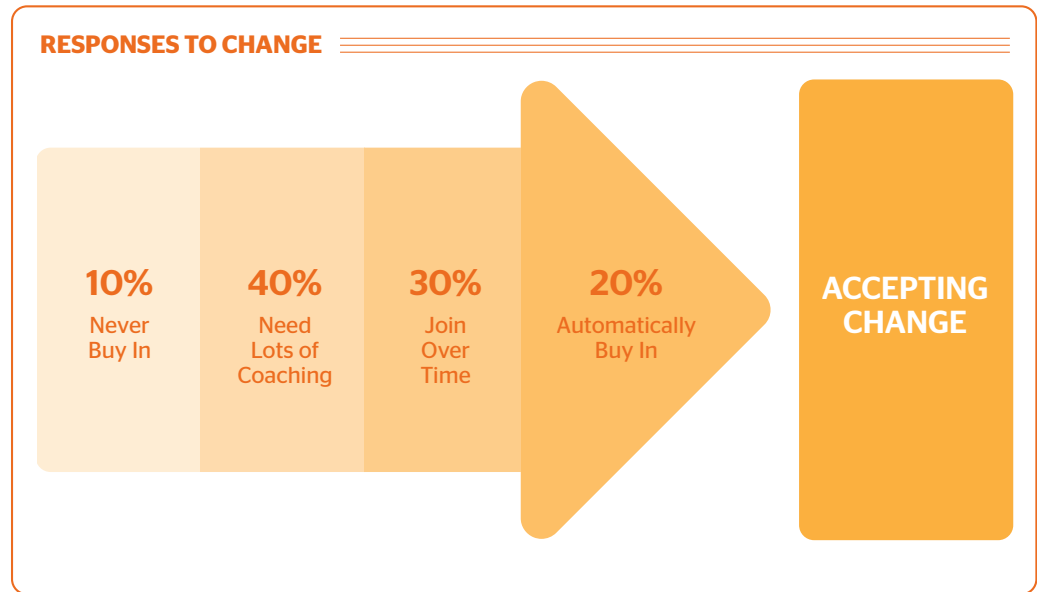


Impacting

Every project and strategic initiative requires change in human behavior. Getting people to make those changes is often more difficult than developing the business solution itself. For change to endure, people must be informed, committed and capable. Identifying what is causing resistance is the first step to managing change.

Responding

People need information, involvement, and time to accept and participate in change. Individuals in your organization will have diverse responses to change and have diverse needs as stakeholders in the change. The diversity of your organization is your strength, how do you use this diversity to manage change and deliver business results?



Managing

Managing change takes time and an intentional plan to build alignment. It is a journey for individuals and organizations that sometimes begins with denial, anger, or resistance to the change. This act of questioning is part of the journey to build clarity and understanding that can lead to better outcomes if intentionally managed.

