



# Organizational Change Best Practices from Simpliar's Global Database

## Organizational Change Management Practices

- What are they?** Specific strategies, approaches, and management techniques for an effective change initiative roll-out, including how to support on-the-ground change adoption and overcome resistance.
- Why are they important?** They represent repeatable strategies that can be learned & applied to any change initiative within your organization to improve the chances of complete success.

## Simpliar's Global Database of Organizational Change Cases

Since 2012, Simpliar has been systematically collecting cases of organizational change. To date, our database contains **600+ detailed organizational change cases**



For each organizational change case, Simpliar measured change adoption across multiple years, criteria, metrics, and perspectives. Each case was investigated to understand the extent to which various organizational change management practices were utilized.



## Practical Implications

The database allows us to extract individual change initiative types (and the success factors are remarkably consistent!). From this we have discovered the "Big Six" and how to actually implement them.

## Top-Ranking Organizational Change Management Best Practices

Leading Practice	What it means
Proper Use of Change Agents	Peer Change Agents were trained, embedded, and supported
Performance Measurement	Benchmarks were established with transparent adoption data
Realistic Timescale & Plan	Followed a credible plan for change speed and sequencing
Communication of Benefits	Employees saw how the change improved their work function
Optimized Training for Change	Used adult-learning models to train the new skills & procedures
Senior Leadership Commitment	Provided visible support and "walked the talk"



## Proper Organizational Change Management can SIGNIFICANTLY Reduce Resistance

In addition to our global database, Simpliar brings on-the-ground experience from supporting change initiatives with more than 100 organizations.

**The Simpliar approach makes successful adoption 5 to 8 times more likely.**



## Proper Education & Training



**Proper education and training** reduces internal resistance to change and results in faster organizational adoption of new methods by a **factor of 8 times**.



**Workshops and Hands-on training** at the **individual level** have proven to increase adoption **by 5 times on the first wave roll-out** and **up to 8 times on the second wave roll-out**.



The training must be **consistent and use adult-learning techniques**.



Application of the new processes, tools, and skills **must initially be monitored to ensure consistent adoption and usage** throughout the organization and its personnel.

## Using Change Agents & Natural Responses to Change

- ✓ **Effective Change Agents** are proven to **increase change success by 7 times**
- ✓ **10-20%** of the organization will Embrace the Change immediately
- ✓ **10-25%** of the organization will Oppose, Undermine, Avoid, or Try to Delay the Change

## Simplar's Approach Leads to Successful Results



Having a **realistic change adoption schedule** decreases resistance of by a **factor of 6 times**.



Leadership's perspective should be organizational, but the **real change occurs at the level of the individual project professional**. When teams of individual change, the change becomes transformational.



**Transparency Systems** during change implementation have **Doubled Operational Performance**

**For further reading, Simplar's research studies can be found at:**

[www.simplar.com/organizational-transformation/](http://www.simplar.com/organizational-transformation/)

## The Simplar Difference - Ask the Experts!



**Worried about how to manage an upcoming change?**

Our empirical data shows that there are specific & learnable practices to increase the probability of success and reduce resistance!



Let us help you implement our proven structured methodology for education and training



We use adoption dashboards to enable leadership to quickly identify & respond to potential resistance



Learn how to optimize resource allocation to minimize resistance & increase probability of success

