Organizational Change Best Practices

Simplar Organizational Change Management Best 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 and applied to any change initiative within your organization to improve the chances of complete success.

Simplar's Hands-on Support + Change Research

Simplar has provided hands-on support to over 100 organizations implementing change. **Simplar also has collected and researched over 500 additional organizations.**

For each organizational change, Simplar measured change adoption across multiple years, criteria, metrics, and perspectives. This gives Simplar an unparalleled understanding of the efficacy of different organizational change management practices and strategies.

Simplar's Strategic Solution for Organizational Transformation

Simplar's Strategic Solution for Organizational Transformation is founded upon the "Big Six" change drivers we discovered during our implementations and research. Tools, templates, and protocols have been developed for successfully applying each of the Big Six. **Simplar's involvement makes successful adoption 5 to 8 time more likely.**

THE BIG SIX Drivers of Change Success

Change Drivers	What it means
❶ Proper Use of Change Agents	Change Agents are identified, trained, embedded, and supported
❷ Performance Measurement	Benchmarks are established with transparent adoption data
❸ Realistic Timescale & Plan	Follow a real-time usage plan for change speed and sequencing
❹ Communication of Benefits	Employees see how the change improves their work function
❺ Optimized Training for Professionals	Use adult-learning models to train the new skills and practices
❻ Senior Leadership Commitment	Demonstrable engagement for change agent support, adoption/resistance reporting, and resource balancing

The Simplar Difference — Engage the Experts!

We help you identify and orient the change agents and create the change schedule

We 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

For further reading, Simplar's research studies can be found at:
www.simplar.com/organizational-transformation/