



Argano Change Management

Minimize disruption and maximize adoption to accelerate your journey towards highperformance operations



Keeping up with new technology or processes should not be cause for friction or frustration within your teams. We help you develop a change management strategy that is aligned with your business goals and desired outcomes by collaborating closely with all stakeholders. Our change management consultants combine proven methodology, benchmarking, and best practices to ensure successful adoption that maximizes your technology investment while minimizing risk – guiding you to a faster path to high-performance operations.



Drive transformation, agility and innovation

Help your team unlock new capabilities and transform their work with thoughtfully designed and repeatable processes that guide your teams at every step of your transformation journey.



Reduce risk

Make change part of your organization's approach to business modernization to enable continuous innovation while minimizing disruption – guiding your path to success.



Maximize your technology investment

Ensure you get the most from your solutions with expertise to elevate and evolve your legacy culture and support your digital transformation initiatives.



Ensure user adoption and alignment

Engage your people throughout your transformation journey through progressive communications and engagement to help your teams best navigate their change journey.

Benefits

- Unlock innovation, agility, and growth driven by high-performance operations
- Improve user adoption • Enable continuous learning and skill building
- Minimize disruption and reduce risk
- Reduce staff turnover
- Maximize your technology investment

7x greater likelihood of achieving desired outcomes when Change Management is part of the initiative.

Prosci Project Management Survey

Need training?

If you have specific training needs, talk to us about developing a program tailored to your requirements.

73% of employees affected by change say they are suffering from moderate to high stress levels.

Only 31% of employees agree that their organizations prevent them from being overloaded by change demands.

Gartner, Change Synergy

Tailored Change Management aligned to your expected business outcomes

Understanding that each transformation journey is unique, shaped by its own culture, resources, technology, and processes, we start with a Change Readiness Assessment. This foundational step is essential for determining the right Change Management strategy and support level tailored to the specific needs of your business and budget.

Change Readiness Assessment

With a thorough Change Readiness Assessment we help you build a robust foundation for your change initiatives. This will help you pinpoint strengths and uncover any gaps in your organization's readiness for change, setting the stage for a successful transformation. The Change Readiness Assessment includes:

- **Baseline assessment:** Focused on critical areas such as current change management approaches, previous experiences with change within the organization, cultural readiness for change and leadership bandwidth to support and drive change
- **Direct engagement:** Collaboration with your leadership to build a strong case for change and ensure alignment at the highest levels of your organization
- **Deliverables:** Drive your initiatives forward with an executive summary, a complete data set, and actionable recommendations

Change Management Engagement Tiers

Following the insights from the Change Readiness Assessment, here are some common activities and packages designed to provide ongoing Change Management support and ensure that the recommendations are implemented effectively.

	Core	Classic	Comprehensive
If you have...	One or more experienced change management resources who have 12+ hours of weekly dedicated time for CM activities and who understand current end-to-end business processes	Experienced resources who have 8+ hours of weekly dedicated time and who have led teams through smaller change initiatives and ideally have some understanding of end-to-end business processes	A new or inexperienced change manager who is willing to lead while learning best practices to manage change or overall Change Management bandwidth less than 5 hours of weekly dedicated time
Argano can provide...	Thought Partnership with an Argano Change Architect on best practices to implement your Change Management Program	Consistent Mentorship from an Argano Change Architect experienced in ERP/CRM implementations to structure and implement your Change Management Program	A Comprehensive Package of assessments, tools, templates and coaching in addition to active collaboration and change leadership from an Argano Change Architect
With a typical engagement of...	5-10 hours of weekly project engagement and coaching to align Change Management efforts with the overall project plan	8-12 hours of weekly project engagement and CM support including coaching, mentorship, and editable versions of all recommended plan templates	12-16+ hours of weekly project engagement and CM support to lead a structured approach that supports the people side of change. Tools and templates will be fully explained, and support will be provided through all steps of the process

Common Change Management Activities

Sponsor Roadmap / Executive Alignment / Readiness Assessment Summary & Recommendations / Communications Strategy / Change Champion Network Support / Resistance Mitigation Plan / Measurement Plan / Incentive Program Planning / Long-Term Training Rollout Plan / Sustainability Plan

Argano's change management experts can help build a culture of change as a foundation for success. Contact us today at microsoft@argano.com to get started.



Learn more at argano.com