

EVIDEN

Digital Organizational and Change Management

Enables Businesses to fast-cycle realization of value from investments in technology and beyond

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Head of Organization & Change Management

The Digital Transformation does not only consist of changing technology and processes...

... but also from accompanying the employees and organizations in this change and engage, empower and enable for the future possibilities.



The goal and value of Organizational Change Management is ...

... to **create awareness** of the changes in the organization and get the buy-in

... to **build up knowledge** about the new processes and their applications

... to **train the usage** of the new ways of working

... to **encourage integration** into everyday professional life and the work

... and to **sustain the change** in the people behavior and organization

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Organizational Change Management (OCM) is the framework of ensuring that the people affected by changes are ready, willing and able to make the operational and behavioral adaption required to deliver success and increase desired outcome.

OCM focus on the people side of Change in Business, IT and beyond.

Client Pain Points and Challenges related to the human factor

And how we solve them with Organizational Change Management solutions

Client Challenges

Missing understanding about the change scope and vision

Gaps in organizational change readiness and past experience in change

Lack of sponsorship and leadership

People are not understanding why the transformation is initiated

Unclear stakeholder impact and resistance to change

No idea about the “how”

Mindset problem and culture change need

Strategy & Roadmap

Change Readiness

Sponsor & Leadership

Communication

Stakeholder Resistance

Know-how & skills

Business & Culture Alignment

OCM Solutions

Give clear understanding of the “Why”

Change Impact Assessment & Analysis

Effective change leadership framework to support driving change in the organization

Communication plan and artefacts

Identification of stakeholders and engagement plan set up

Learning pathways and curriculum designed for the future way of working

Alignment with organizational norms, ways of working, values and beliefs

Organizational Change Management Offerings

Create business value through mobilizing people and organization

- Organizational Change Management
- Propositions and thematic focal points



Management of Change & Adoption



Learning & Training Strategy



Agile Coaching & Transformation Management



Organizational Design & Delivery



Stakeholder communication, mobilization and engagement with monitoring of adoption and the goal to sustain the change



Accompanying learning phases with interactive training approaches and modern teaching media



Use agile coaching methods and scaled approaches for enterprise transformation journeys to the new way of agile working



Develop people to be adaptive for new collaborative organizations with mindset, culture and digital processes

We drive digital transformation through application of innovative, agile and lasting change concepts as well as communication and learning methods.

Create business value with change experience

Key propositions and building blocks of Organizational Change Management

Organizational Design & Delivery

Challenges

Lack of understanding in roles & responsibilities
Missing structure in organization

Offering

Using established principles and good practices from Organization Design combined with latest digital tooling

Business benefits

Agile and learning organization developed
Value stream design for target operation model

Agile Coaching & Transformation Management

Challenges

Poor understanding about Agile concept and benefits

Offering

Support Agile way of working with Coaching and Transformation Management

Business benefits

Business Agility established
Agile organizational principles embedded

Learning & Training Strategy

Challenges

No training concept available
User don't know the "how" of change

Offering

User centric way of learning with i.e. persona, user experience journey and use cases in individual learning pathways

Business benefits

Clear learning pathways and curriculum for the employees
User Enabling & IT System Usage

Management of Change & Adoption

Challenges

Lack in managing the people side of change
Poor adoption of new system usage and new (digital) way of working

Offering

Stakeholder & Communication Management and E2E OCM

Data driven adoption monitoring

Business benefits

Higher efficiency & productivity
People satisfaction
Great change experience
Increase adoption

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Office 365



Management of Change & Adoption

Change Experience & Adoption Management

Implementation of new Office 365
Communication and Collaboration
services to shape the modern
workplace of the future



Agile Coaching & Transformation Management

Scaling Agile & Organizational Transformation

Replacing the previous organizational structure by a new agile process organization: "agile tribe". The Agile Coach is using the principle „inspect & adapt“ as an incremental approach towards an agile learning organization



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salesforce

Learning & Training Strategy

Customer FIRST Transformation Program

A Digital Change & Adoption approach for the global Salesforce implementation.

Learning & Training: strategy and design of teaching materials through a Digital approach combining classroom trainings, e-learning, webinar and contextual online help. Establish of a Learning & Training platform as “single point of truth” for the user..



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Organizational Design & Delivery

Culture Transformation

The Wellcome Sanger Institute wanted to establish a new business unit – the Genomics Surveillance Unit (GSU). Establishing GSU requires a cultural transition from scientific/research organization to a customer led agile organization that maintain its global leading roles and continually adapts to address disease control.

Atos delivered the initial change management planning, developed a high-level organizational blueprint of the operating model for the GSU and communications plan to delivery the new org unit.



The key to adding value to your solution, your KPIs

The Return on Invest of technological change depends on... the People

Speed of Acceptance

Time between moment that people start demonstrating buy-in and the moment they get up and running with the organization, systems, processes or expected behaviors

Fit of Solutions and Services

Is it the right solution for the problem?



Ultimate adaptation / utilization

% of people truly demonstrating ownership of the new set-up

Proficiency

How well are people performing compared to the level expected in the design of the change?

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We are a Global Team of passionate Change Management Consultants, Trainers and Coaches...

- ... with many years of experience in various industries and for successful client transformation.
- Multidisciplinary background with certification in Organisational Development, Change Management and Business Coaching (i.e. Prosci®, ADKAR, PCI Method, Systemic Business Coaching, etc.).
- Advisory and leadership of the "human factor" in the implementation of strategic projects in the field of digital technology and business transformation.



DTC OCM Transformation Consulting Team

More than 200 Organizational Change Management (OCM) Consultants globally.

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We are looking forward to work with you.

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The logo for EVIDEN, featuring the word in a white, outlined, sans-serif font. The background of the slide is a dark teal color with a large, abstract, 3D-rendered graphic of interlocking loops on the right side.

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Thank you

For more information please contact:

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