

Change profile-scan®



Your projects deserve
a proper start and excellent results

Why change projects often fail...



...not because the initial ideas weren't good
but because the projects were **not well thought out**
from the start

Requirements

for successful change

- An unconditional **mandate** from management
- Insight in the **change readiness** of key decision makers



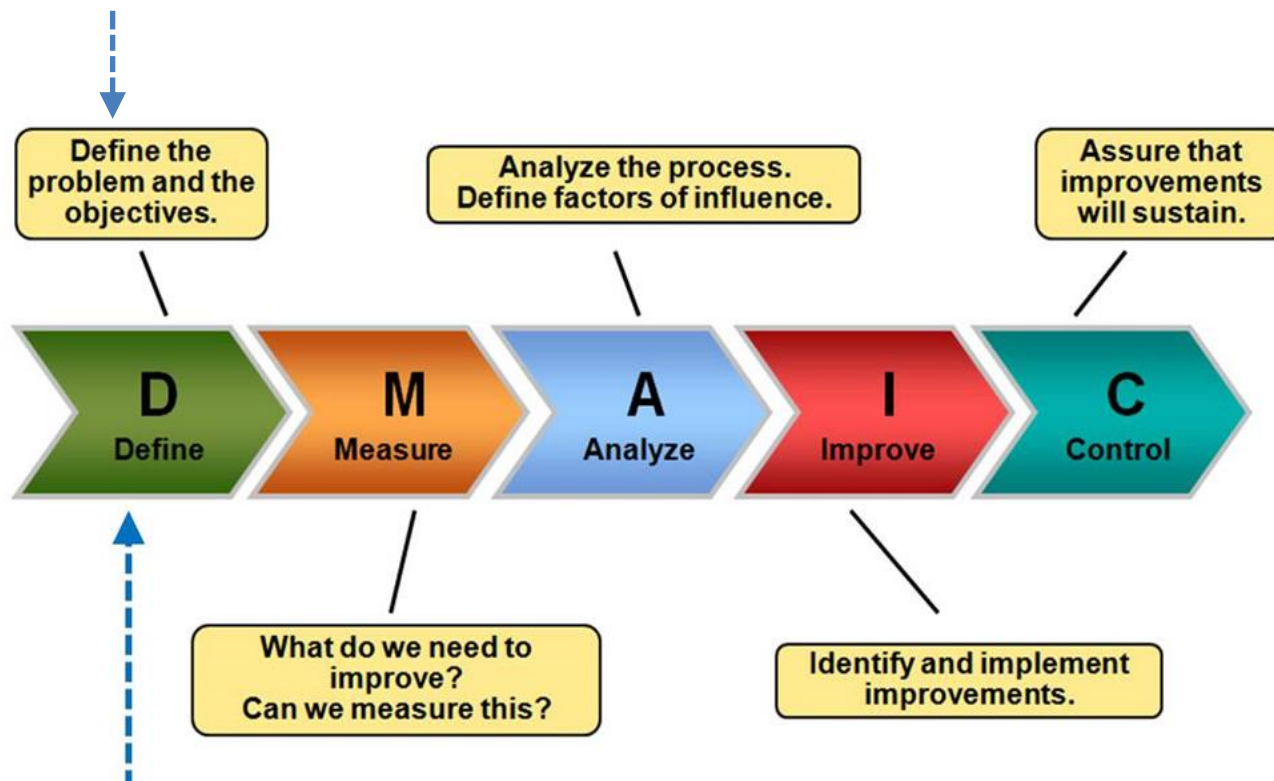
Concrete insights set
direction

and
lead change
to success

Measuring change readiness & resistance

When...

at the earliest possible stage of projects



Change profile-scan®

How...

*two sessions
Change profile-scan*

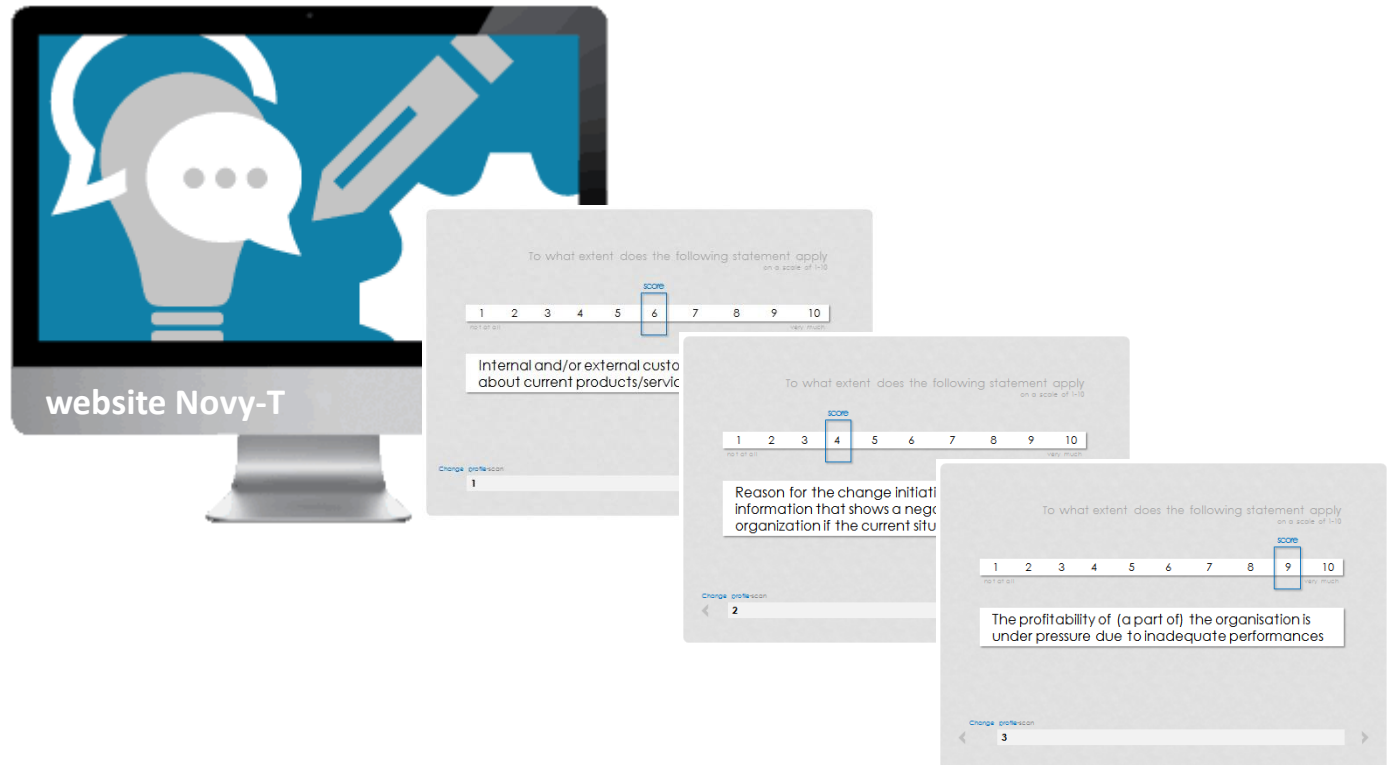
With whom...

*all key
decision makers*

Why...

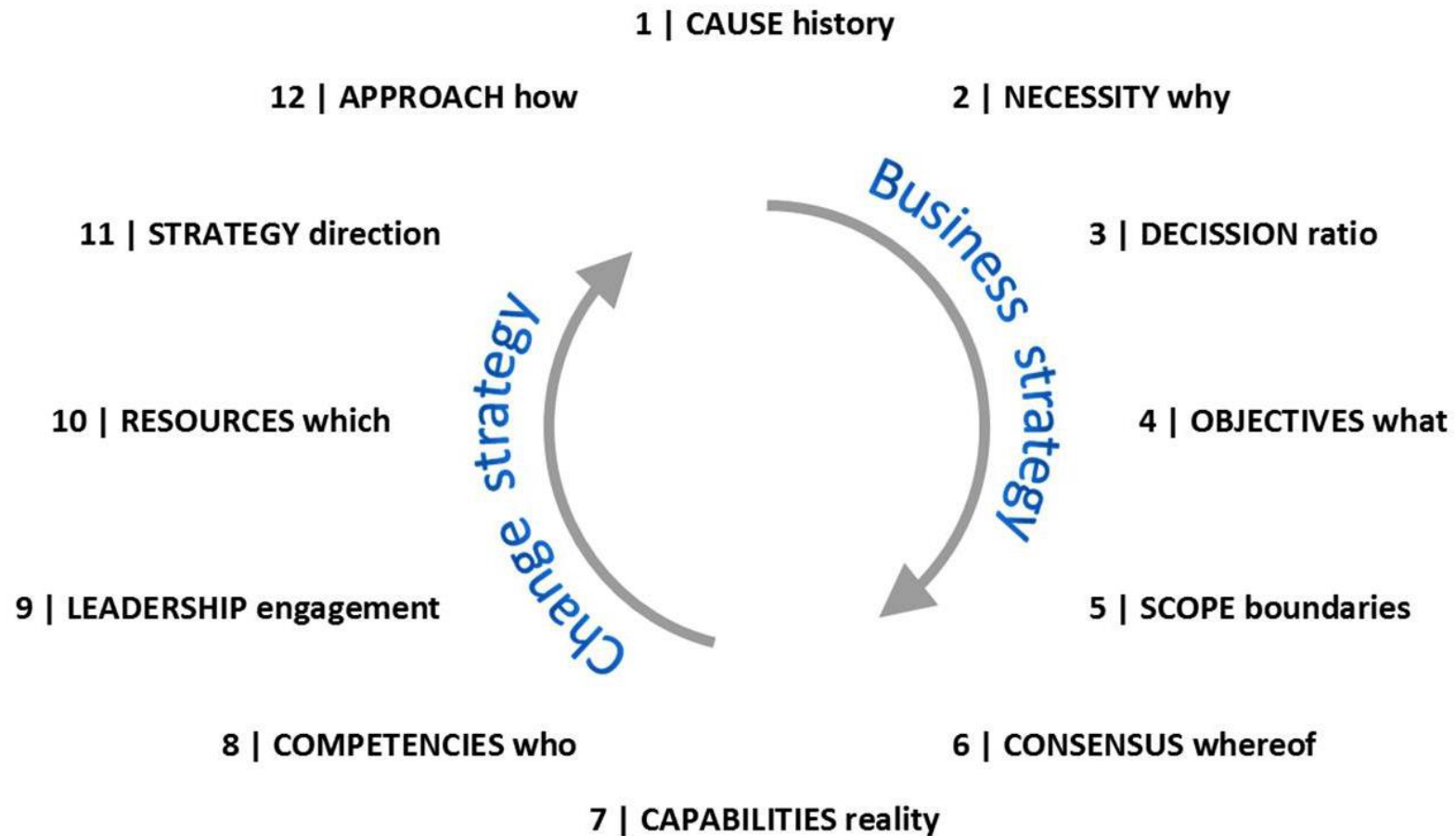
*better success
of projects*

Change profile-scan the concept

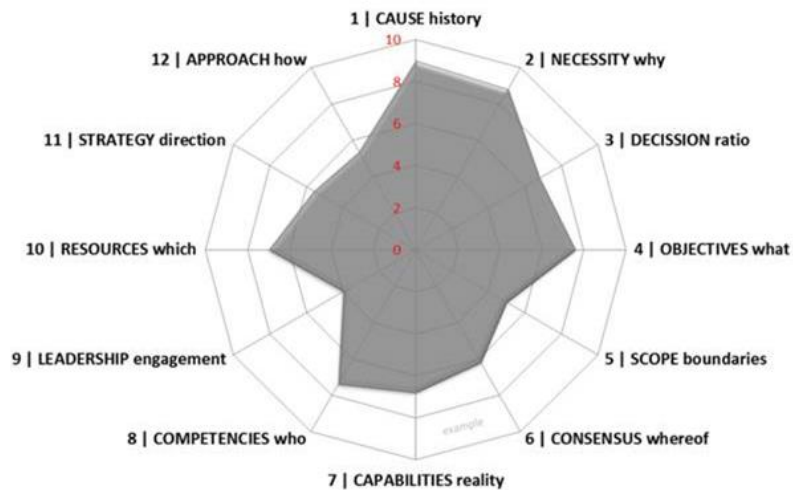


Gaining concrete insights

in 12 essential change elements



Recognition of data

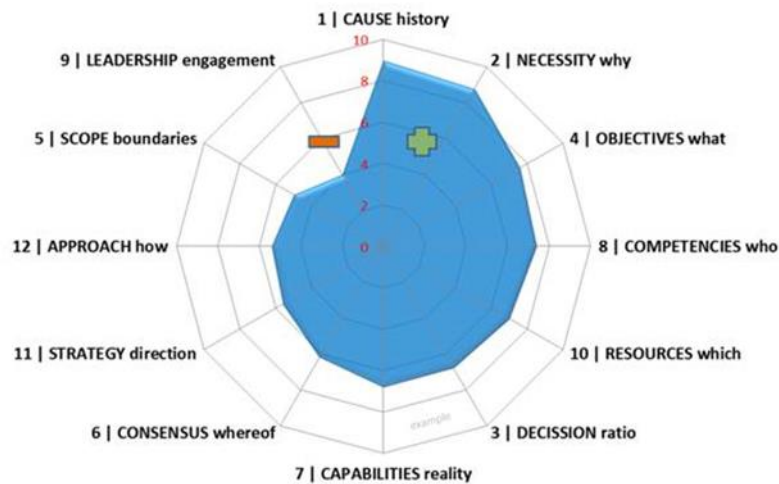


The **peaks** indicate the elements in which you are already good at

The **dips** show the weaknesses and risks in your organization

The **size** of the grey area is an indication of your organization's readiness for change

Gaining insights



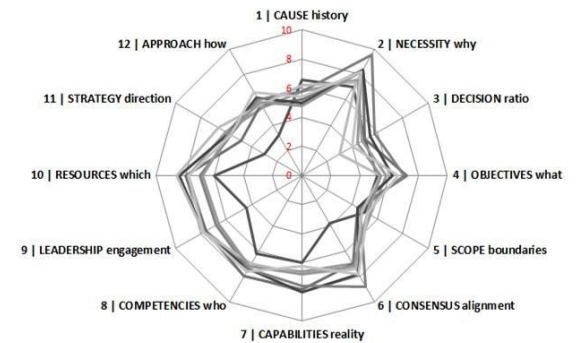
- + The elements on the right indicate what is running **well**
- The top left quadrant shows the elements that require **focus** and **attention** in the change process

Achievements in two half days

Session 1

Measuring change readiness & resistance

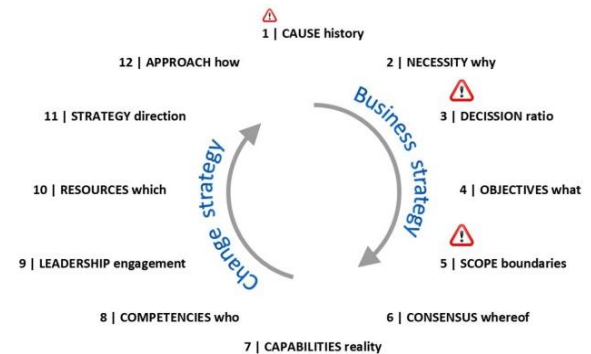
Key decision makers meet for a half-day session to have a strategic dialogue about 12 essential change elements regarding a business critical situation that need improvement.



Session 2

Defining focus & concrete activities

During a second session of half a day, the gained insights from the first session are processed by the collaborative group of stakeholders into concrete actions with a proper focus.



Change profile-scan[®]

Provides **insight** in 12 essential elements
from the **start** of each change process

and puts you in a better position to:

- assess risks
- focus
- be in control
- be successful



*the link to success
in your change process*

www.Novy-T.com