

Cohesive

Change Management Program

Drivers of Change

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Drivers of Change

Transform your organization and supply chain with digital transformation. Stay competitive and relevant by making rapid, informed decisions based on real-time information.

Embrace these drivers for sustainability:

- Evolve your business focus to meet ESG targets and not just commercial gains.
- Corporate responsibility shapes your supply chain and operations management.
- Embrace technology to be a winner in the market.
- Rapidly adapt to meet changing customer requirements.
- Address changing workforce needs and limited availability.
- Achieve cost reduction and efficiency gains to combat price pressures.
- Continually adapt to remain competitive.
- Enhance customer experience with quicker, tailored service.
- Reduce dependency on unpredictable nations.

To achieve digital transformation, change processes, ways of working, and people's behaviors. Success requires considering soft skills and a people-centric approach to change management.

At Cohesive, we provide a framework to accelerate change, engage your workforce, and increase employee retention. Our inclusive strategies incorporate expertise and diverse perspectives, evolving through collective action for long-term success. Lead and motivate your people with our change strategies, ensuring your entire enterprise is focused on the right outcomes.



Our Support

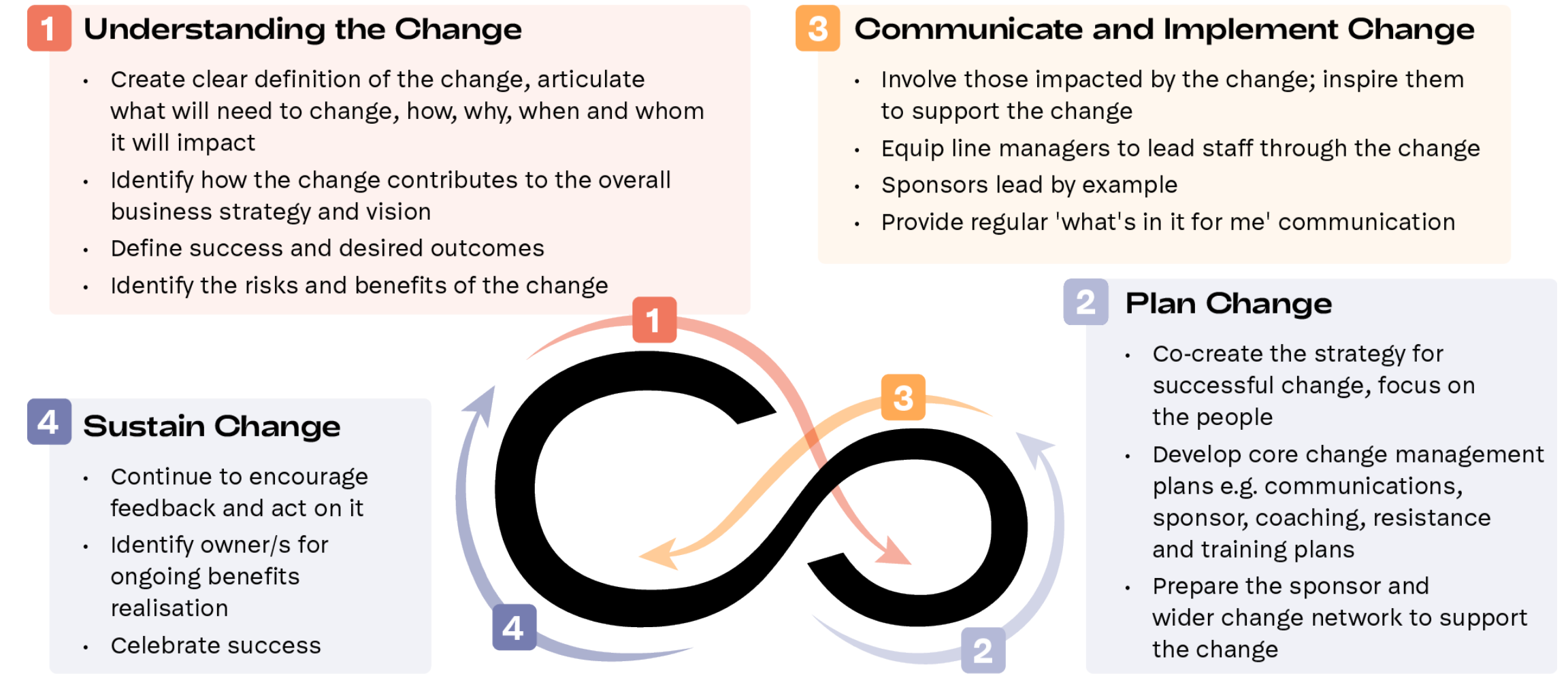
Digital transformation is inevitable for organisations in the ever-evolving environment. Organisations need to be able to make and execute decisions quickly. This relies on access to trustworthy, real-time and predictive data as the single version of truth, and on digitalisation. However digital transformation is not just about acquiring new technology, or using data better; it is about optimizing processes to a higher level of organisational maturity, to achieve agility and ultimately operational excellence. Successful digital transformation requires organisational change, with new ways of thinking and working.

Cohesive focuses not only on the ‘What’ but also on the ‘Why’ and ‘How’, to ensure sustainable adoption and measurable business outcomes. We identify and deliver all elements of the change to become "infinitely better", working together collaboratively to create an open and engaging change process.

Managing the people side of change is key to success in terms of maximising speed of adoption, reducing business disruption and productivity loss, increasing staff retention and morale, and improving customer satisfaction and retention. This in turn directly affects return on investment.

To achieve long-term success from digital transformation, we combine data, digital, strategic and process expertise with people-centric change management.

Cohesive Organizational Change Management Offering



Understanding Change

When you need to:

- Clearly articulate the importance of change, understand necessary changes, and establish expected outcomes, Cohesive is here to help. We implement your business and digital strategy for measurable results.

Our Approach:

1. Ensure organization-wide understanding and a people-centric transition plan.
2. Collaborate across the organization, identifying changes, timelines, and clear outcomes.

Services:

- Stakeholder Management: Address concerns and gain buy-in.
- Contextual Analysis: Assess attributes, risks, culture, and more.
- Impact Analysis: Evaluate affected groups and conduct gap analysis.
- Outcomes Identification: Quantify impact, articulate ROI, and set objectives.

Related Services:

- Cost & Benefit Management: Develop business plans and strong cases.



Planning Change

When you need to:

- Deliver the changes required for your business strategy.
- Develop an effective change approach.
- Prepare leadership and transformation teams.
- Co-create a change strategy with agents across the organization.

Cohesive helps you develop your data and digital roadmap for efficient and sustainable transformation. We define change and people strategies, collaborating with your workforce and aligning with project plans and financial goals. Our services include change management strategy, planning, and related services like cost and benefit management and workforce skill assessment.

We work with your leadership and transformation teams to ensure they are ready to lead effectively. Join us on a people-centric journey towards continuous improvement.



Communicating and Implementing Change

When you need to:

- Embrace change across leadership and the organization.
- Establish open communication for improvement.
- Address resistance promptly.
- Measure progress, adapt, and stay on budget.

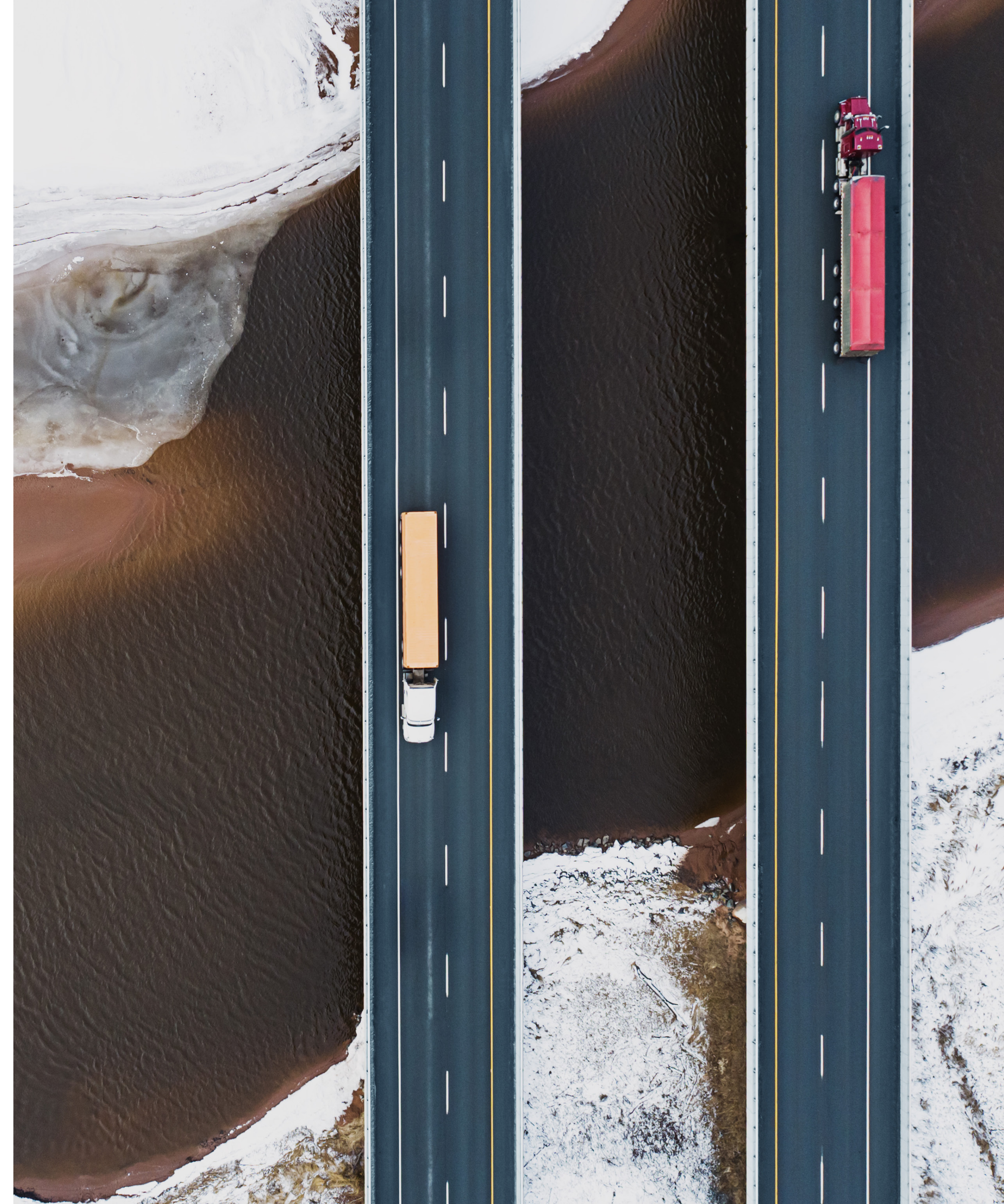
Cohesive supports your transition, ensuring successful change adoption. We engage stakeholders, facilitate communication, and provide leadership support.

Change Services:

- Stakeholder Management: Engaging leadership, managers, and change agents.
- Communication & Engagement: Two-way communication, project-specific engagement.
- People Management: Leadership support and coaching.
- Performance Management: Feedback, metrics, reporting, and risk management.

Related Services:

- Portfolio and Project Management: Tracking and communication.
- Change Control Management: Quality assurance, compliance.
- Cost and Benefit Management: Tracking realization.
- Workforce Design & Configuration: Aligning the workforce.



Sustaining Change

When you need to:

- Embed and continue to reinforce the intended business outcomes so they become part of the organisation's DNA
- Build continual agility and change into the organization's culture to become infinitely better

For Cohesive, delivering a finite change programme is not the successful outcome we strive to achieve. This will not build long term success. It is our mission to ensure the organisation and the people within it adopt and take ownership of continuous improvement – to become infinitely better, for their business and the world in which they operate.

Our approach ensures that the desired outcomes are sustained and that the organisation is better equipped to manage future changes.

Change Services:

- Performance Management (Outcome and Success Measures)
- Enterprise Change Capability (Embedding Change Capability, Improving Change Maturity, Upskilling Teams, Knowledge Transfer, Change Governance)





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