

Cohesive



# Optimizing Your Business – Understanding the change

Co-creating Business Change

**“We believe that successful digital transformations, begin with working closely with an organization, to understand how it operates, its vision and objectives. We call this co-creating - a collaborative and research-based approach which involves repeated interactions with stakeholders, giving them opportunities to engage, provide input and take ownership of the solution”**

**Henri Snijders  
Chief Transformation Officer**

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## Understanding the Change

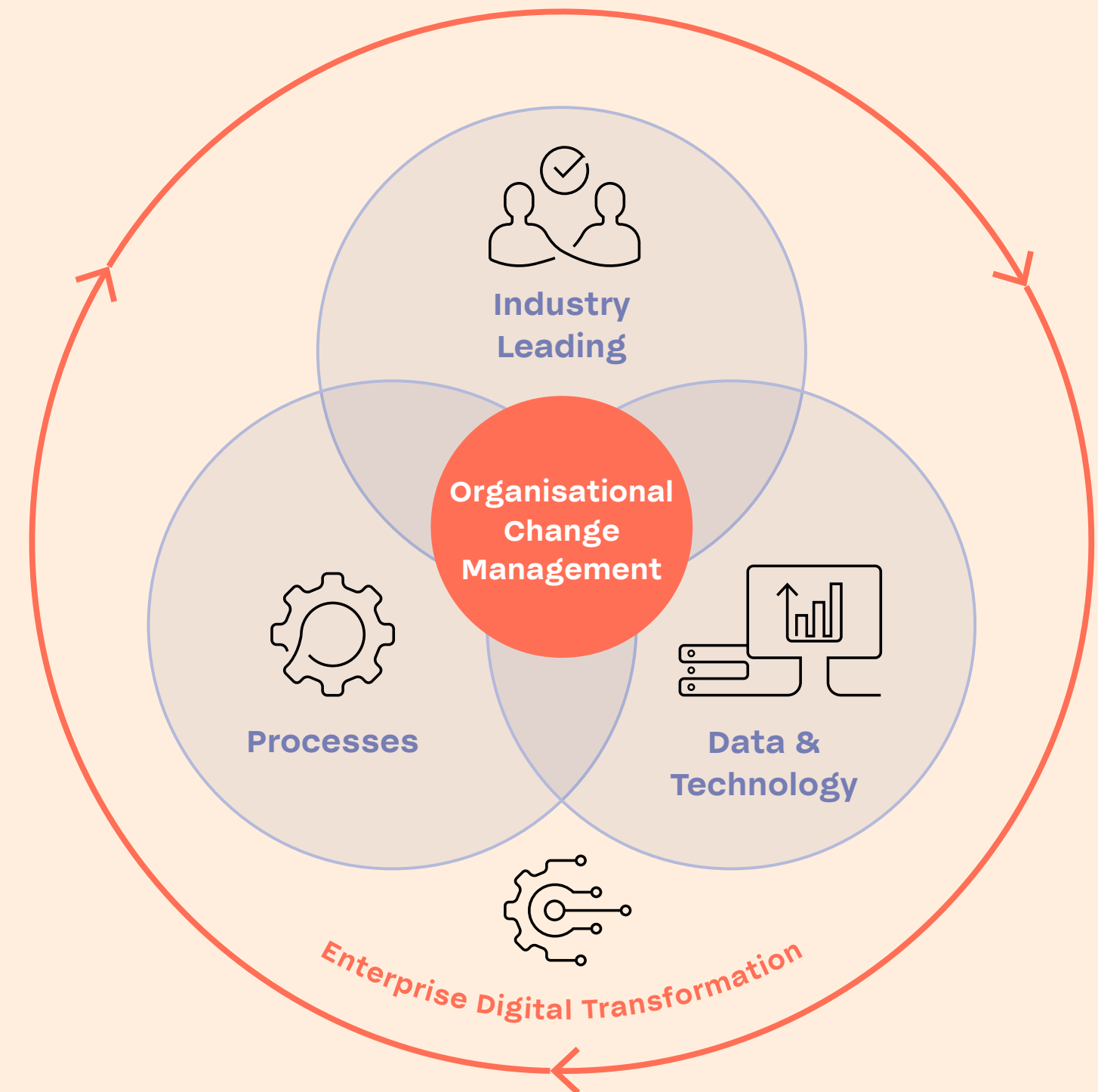
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# Introducing Cohesive

Cohesive is the world leading implementer in digital solutions, supporting high value asset centric organizations to maximize sustainable operational excellence and shareholder value.

## Our first-class delivery stems from

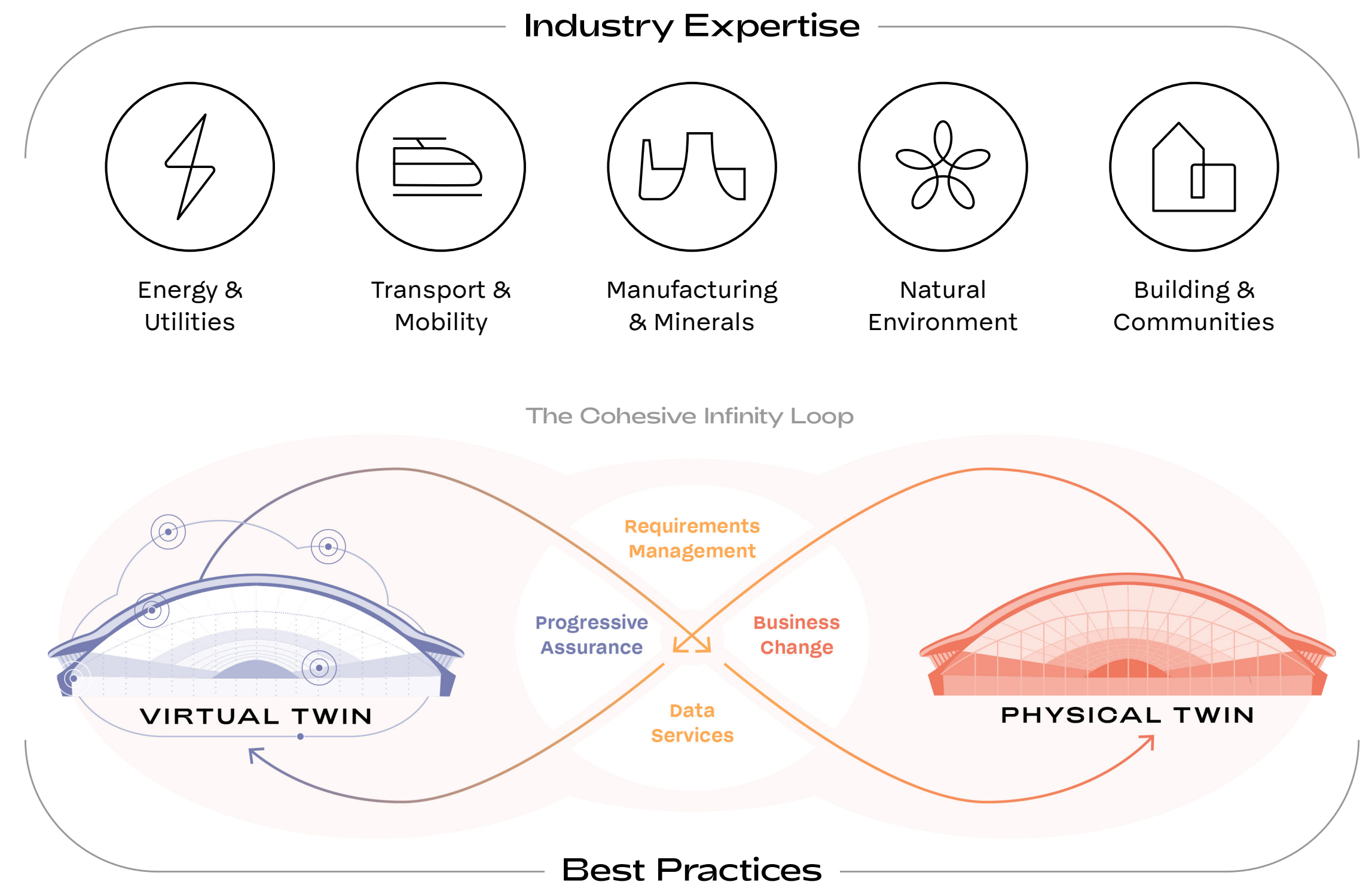
- Hands on industry experience
- Systems integration for every stage of the asset lifecycle
- Being an Authority in Global Data Management
- Being world-class experts in the creation and management of Digital Twin
- Having leading-edge Digital Integration Specialists
- Having world renowned digital transformation consultants
- Driving sustainable results via Organizational Change Management (OCM)



# Strategic Capability & Solutions – The Cohesive Infinity Loop

Cohesive stands out by combining **industry expertise with best practices** in Enterprise Asset Management (EAM), Digital Transformation and Organizational Change Management (OCM).

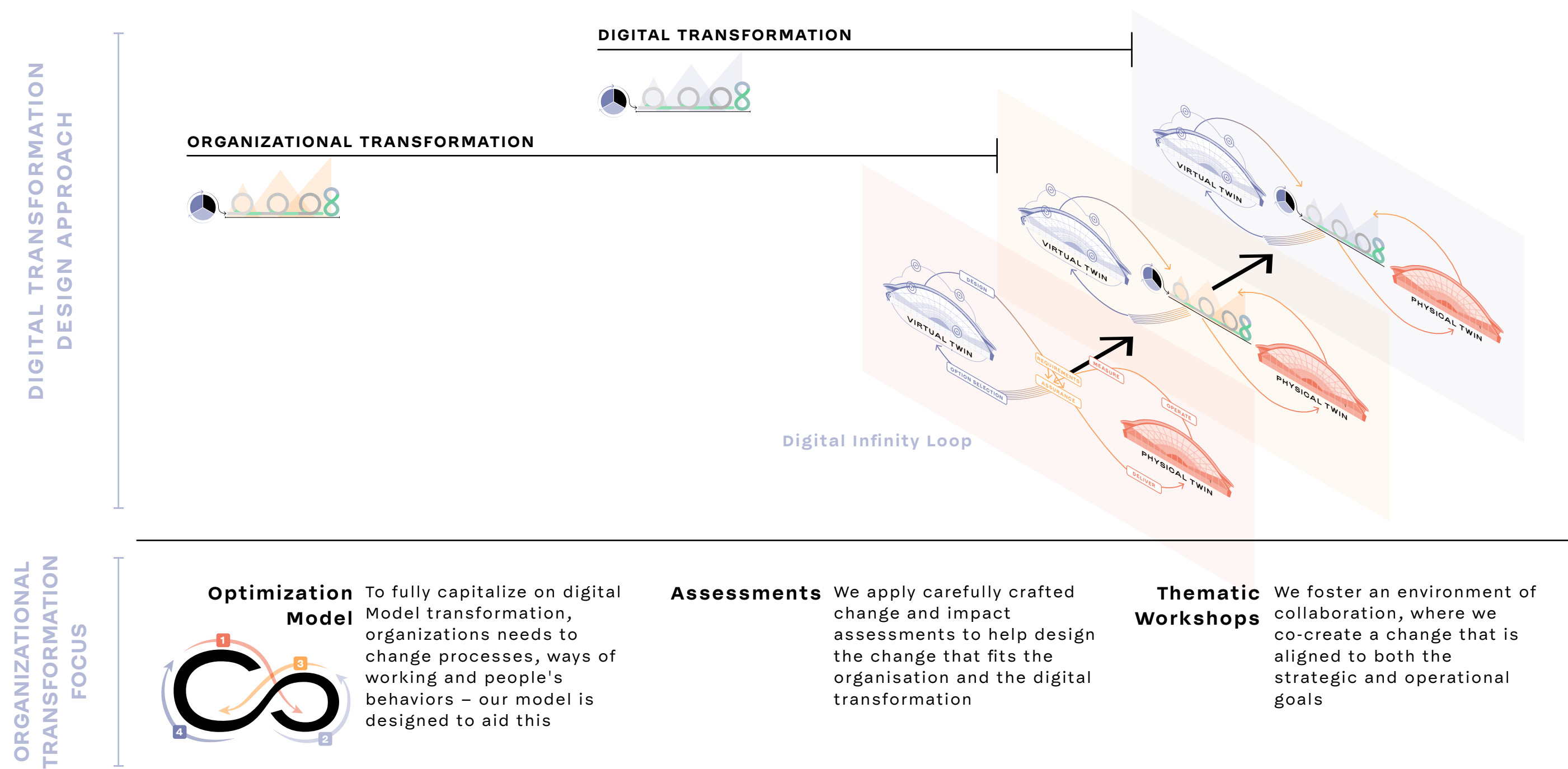
With our in-depth experience, we will go that extra mile to deliver specialist advice and guidance.



# Delivering Multi-Dimensional Value

Organizational purpose is what drives every aspect of the digital transformation;

The successful implementation of Cohesive’s digital transformations is typically driven by our experienced consultants, who recognize the importance of understanding and aligning both the organization’s purpose with the power of available technologies.



# The Optimization Model

Our four-phase change process is a robust methodology that offers flexibility across sectors and project types.

We believe in initiating change early and integrating the change process across the project life cycle.

Through this process we address all aspects of the change – not just the digital components - but the people side too. So, it must start with **“Understanding the Change”**

**1 Understanding the Change**

- What will need to change?
- How, why, when and whom it will impact? Added value to the business strategy and vision?
- What does success mean?
- What are the desired outcomes?
- How impactful are the risks and benefits of the change?

**3 Communicate and Implement Change**

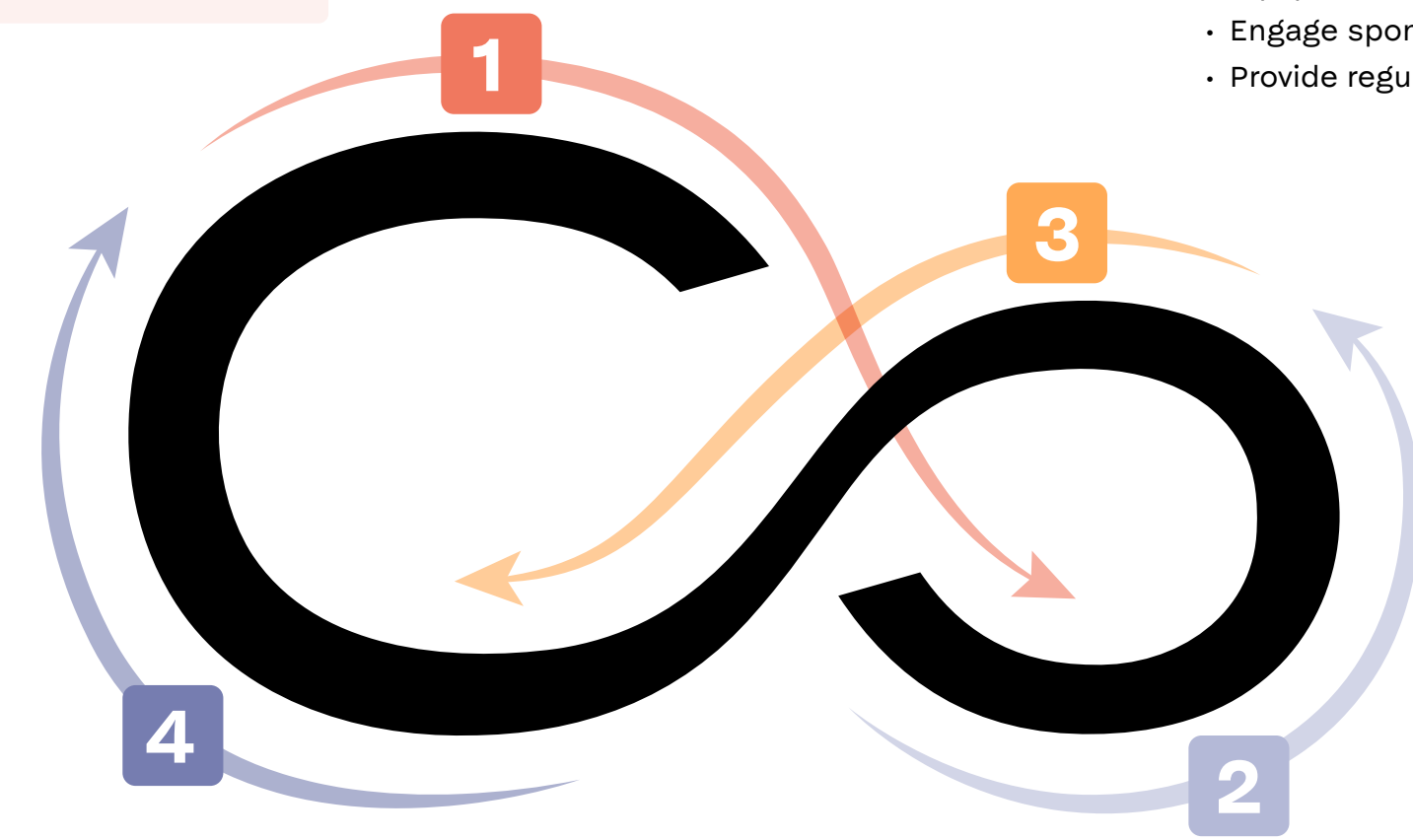
- Involve those impacted by the change
- Inspire them to support the change
- Equip line managers to lead staff through the change
- Engage sponsors lead by example
- Provide regular 'what's in it for me' communication

**4 Sustain Change**

- Encourage feedback and act on it
- Identify owner/s for ongoing benefits realisation
- Celebrate success

**2 Plan Change**

- Co-create the strategy for successful change
- Involve employees in implementation planning
- Develop core change management plans e.g. communications, sponsor, coaching, resistance and training plans
- Prepare change network to support the change



# Assessments and Workshops

Effective change requires understanding of the unique environment in which change occurs – so, we do exactly that.

We offer unique workshops and assessments that enable us to gain insights into the challenges, culture and people involved. They allow us to tailor strategies to fit the specific context, whilst considering the diverse perspectives and needs of individuals and teams.

## Thematic Workshops

Our workshops are designed to set you up for success. We will get to the heart of your change challenge and use the collaborative outputs to design a transformation right for you.

Our workshops will cover:

- Strategic drivers for the change
- Where you are on your digital journey
- Where you want to be
- The definition of success
- Identifying benefits and risks
- Organizational challenges
- Areas of potential resistance

## Assessments

We carry out assessments to measure current maturity levels in a meaningful way, enabling us to identify strengths and improvement points that are prioritized in order of what we need to do to succeed.

We will assess:

- Organizational context
- The Impact of the change
- Risks identified during collaborative workshops

In addition to carrying out change assessments, we will also assess your overall **business agility**.

Business Agility is fundamental to keeping up with the pace of change - Operating in a VUCA (volatile, uncertain, complex and ambiguous) world, organizations need to be ready to adapt. Agile businesses, are able to maintain their competitive edge and we can assess how adaptive and flexible you are, and what you can do to be even better.

**Through the workshops and assessments, we can build a shared picture of the future vision, and a roadmap that drives your change.**

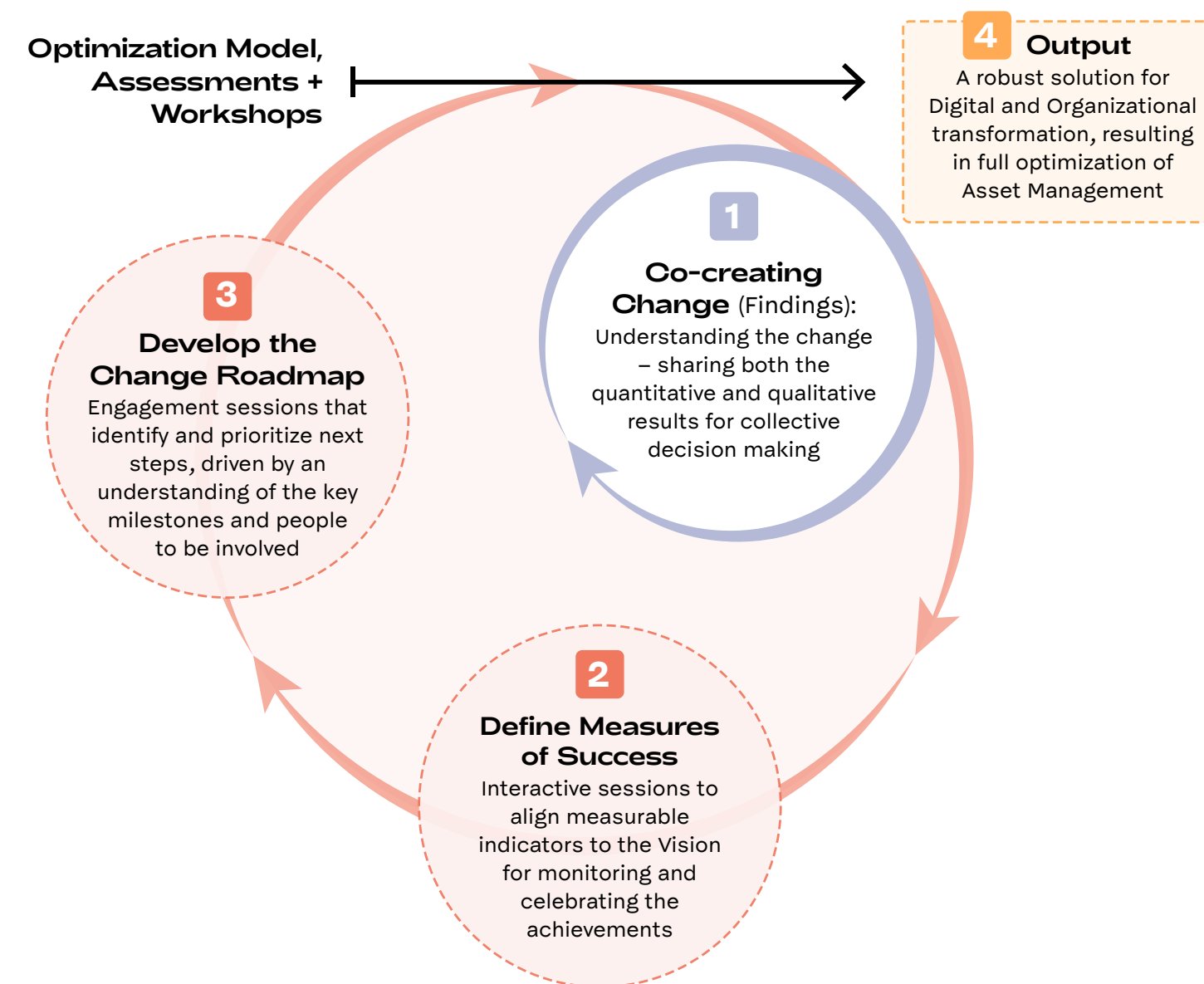


# Business Optimization – Maximising your Investments

Co-creating the solution and achieving the best possible outcomes for both the organization and its employees is what really matters.

Adopting our approach

- Sets the change up for success
- Ensures the focus is on measurable outcomes
- Involves the employees right at the outset
- Ensures diversity of thought and innovation for the solution



“We don’t just seek to support how organizations work today but how they will be and should working in the future”



**Cohesive**

[cohesivegroup.com](http://cohesivegroup.com)