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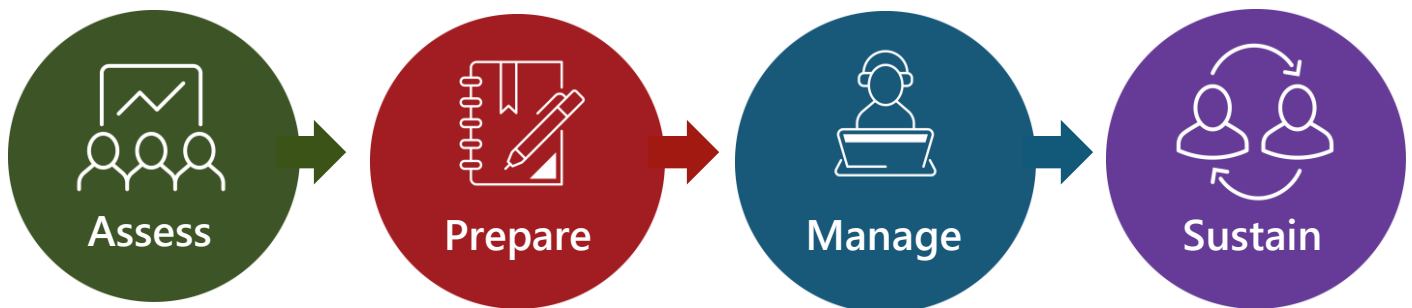
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Change management is a disciplined and structured approach to effectively transitioning individuals, teams, and organisations from their current state to a desired future state. We recognise Change is a natural part of organisational growth and by engaging employees, promoting collaboration and providing support, our Change Management Specialists ensures that everyone is equipped to adapt to new ways of working,

Phoenix achieve this by planning, implementing, and managing changes to your processes, systems, and behaviours in order to achieve successful outcomes. Through effective change management, you minimise resistance and optimise performance, enabling your staff to navigate transformations and achieving their goals.

Our Phoenix approach to change management in four-phases:



Our Change Management specialists are highly skilled **PROSCI accredited** change managers with people being the key to everything we do:

PROSCI's ADKAR methodology is essential for our change consultancy, we understand everyone works differently and it's key to ensure we mitigate any fear or resistance to change to ensure successful outcomes.

- ✓ We raise **Awareness** and build **Desire** to engage.
- ✓ We provide **Knowledge** on the new technology and give the **Ability** to maximise new ways of working.
- ✓ Change is a clog in a ever growing organisation so **Reinforcement** is vital.