Organizational Change Management (OCM)

What is Organizational Change Management?

Introduction

The ability to change is a key component for organizations to stay competitive in an ever-changing and more complex business environment. Globalization and the constant innovation of technology are causing organizations to face rapid change like never before. Organizational Change Management (OCM) is a structured approach for ensuring that changes within an organization are smoothly and successfully implemented to achieve lasting benefits.

The Problem

Companies habitually invest millions in IT projects that never meet their ROI targets because OCM is not properly deployed or measured. Companies struggle to deliver large-scale change initiatives and to achieve expected results. Organizational Change Management is often perceived as intangible and hard to quantify in order to measure the value delivered.

The challenges are overwhelming …

Do we have the in-house expertise and/or bandwidth?

How do we ensure people will adopt the new ways of working?

How do we ensure leadership is aligned and engaged?

If we invest in Change Management will we improve value realization?

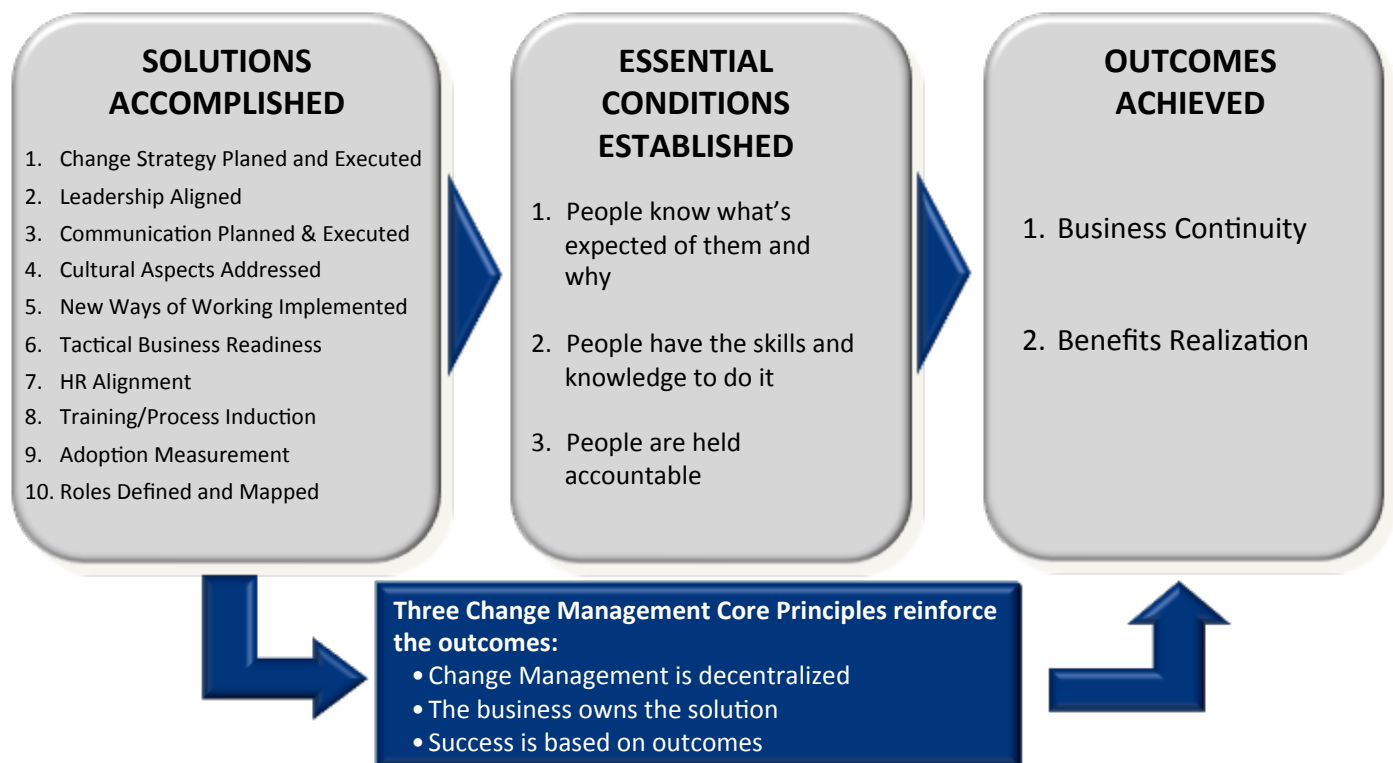Will our people have the skills, knowledge, and tools to be successful?

…. but our OCM solutions will unleash remarkable value

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Organizational Change Management: A pragmatic and practical approach to delivering change that is sustainable and fit-for-purpose

BOXLEY GROUP

Boxley Group has a solution

We go to market with a combination of deep OCM experience and industry skills.

We deliver our change management methodology using consultants with strong industry-specific knowledge that are able to "Bridge the Gaps" across strategy, operations, commercial and technology functions. Our tool kit contains methods, tools and templates based on proven tactics built from real project experience. We have functional expertise in areas such as geosciences, engineering, regulatory, land management, and oil & gas accounting, to offer an uncommon capability to upstream clients.

Boxley Group's Organizational Change Management solution solves people and organizational problems that are the leading cause of large project failures.

SOLUTIONS ACCOMPLISHED

1. Change Strategy Planed and Executed
2. Leadership Aligned
3. Communication Planned & Executed
4. Cultural Aspects Addressed
5. New Ways of Working Implemented
6. Tactical Business Readiness
7. HR Alignment
8. Training/Process Induction
9. Adoption Measurement
10. Roles Defined and Mapped

ESSENTIAL CONDITIONS ESTABLISHED

1. People know what's expected of them and why
2. People have the skills and knowledge to do it
3. People are held accountable

OUTCOMES ACHIEVED

1. Business Continuity
2. Benefits Realization

Three Change Management Core Principles reinforce the outcomes:
- Change Management is decentralized
- The business owns the solution
- Success is based on outcomes

Conclusion

Boxley's results-oriented Organizational Change Management solutions are a comprehensive approach to ensuring people and organizational readiness for change. We pride ourselves in taking a pragmatic and practical approach to delivering change. Components of Change Management are part of every Boxley Group engagement to plan for sustainability of any improvements or optimizations made.

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