CHANGE MANAGEMENT MODEL

ALIGN  APPLY  ACCELERATE  ASSIMilate

CHANGe MANAGEMENT MODEL
“Change is not a problem, resistance to change is”. We all know that change is what keeps an organization ahead of its competitors. Organizations don't change, people do and obviously no change happens without commitment of leadership and involvement of entire organization. While we all know the basic facts, 70% of change management initiatives fail to accomplish intended goal. Successful organizations excel the art of making change work to their advantage and do not consider change as a one-time event.
ARE YOU READY FOR CHANGE?

70% of the Change Management Initiatives fail to accomplish intended goals

USE THE POWER OF PEOPLE, PROCESS & CULTURE

We help you create Change Management Strategy and transform your Organization

CUSTOMISE 4A CHANGE MODEL FOR YOUR ORGANIZATION

Our 4A Model cover change cycle and ensures successful and sustained transformation
We are Change Et Al, a team of Change Management Experts that can help you create your change management strategy and transform your organization using the power of PEOPLE, PROCESS & CULTURE. Our three days Change leadership workshop is specially designed to equip our participants to lead Change. We will share our specifically designed 4A Change methodology, which covers a complete change cycle and ensures successful and sustained transformation.

This workshop will help you introspect your journey, understand your change readiness, your role as Change agents and Change leaders and plan for a complete change management program which is unique to your organization based on your People, Process and Culture.
Join Karunesh Prasad, Chief Executive of Change Et Al for this three days residential workshop. His deep experience of over 2 decades in Change management, Culture, People Engagement, HR, Lean Six Sigma and M&A in US, India, Europe & Singapore will help you create your own journey.
Objective

This interactive workshop provides participants with tools, techniques and tips to understand what it takes to lead Change, how to engage and involve employees, dealing with resistance and using the power of People, Process & Culture for sustained transformation.
Program Outline and methodology

This three-days workshop specifically designed for Change leaders, Change agents and key employees will help you understand your change readiness, understand how to better engage employees, fast track change and improve organization results.

- Create a good business case for change
- Align your leadership and key stakeholders.
- Process change and solution design.
- Sustain your changes with long lasting results.
- Assess your change readiness
- Enable the organization and equip the people.
- Accelerate change in the organization through employee engagement

Hands on experience by using your own case study building your change plan while learning tools, tips and tricks for managing change.
Our 4A Change management model

Our Change management model is the result of decades of practical experience and research. It is simple to understand, easy to customize and comes with a set of tools and resources to make sure your job as a Change management professional remains focused.
4A Change Management Model

**Align**
- Vision and Strategy
  - What needs to Change
  - Articulate Vision
  - Set Direction and Priorities
  - Communicate

**Apply**
- Design and Implement
  - Equip and empower
  - Solution Design
  - Re-engineer Processes
  - Pilot and Refine initiatives

**Accelerate**
- Engage and Deploy Change
  - Build Critical Mass
  - Communication Strategy
  - Employee Engagement
  - Quick wins

**Assimilate**
- Adapt and Sustain
  - Hand hold the Team
  - Solicit Feedback & Improve
  - Evaluate Impact
  - Make it part of your culture

We offer public courses as well In-house programs customized for your organization and your needs.
For training enquiries write to us at: training@changetal.com
Our Facilitator:
KARUNESH PRASAD

- Seasoned Change Management Professional
- Founder of Change Et Al and over 2 decades of corporate experience
- Master Black Belt and Quality Leader on Lean and Six Sigma Methodology
- Worked globally in India, Belgium, Singapore and Houston
Karunesh is the Founder and Director of Change Et Al and works with multiple clients across the globe helping them drive successful change and transformation. Karunesh is also a speaker, coach and trainer.

Out of his long career, Karunesh spent 15 years with GE working on a range of HR, Quality, Simplification, Digitization and M&A roles. Karunesh’s last role was Global Head of Culture Integration for GE Energy and GE Oil & Gas based in Houston. His other roles at GE include HR Director APAC for GE Oil & Gas, Global Head of Quality & Simplification for GBS, VP of HR for GE Lighting India etc.

His experience ranges from M&A, deploying lean six sigma, creating organization operating rhythm to implementing large scale ERP systems. While helping new companies with culture transformation, Karunesh worked on an even broader agenda helping companies incorporate meritocracy, matrix organization, self help digitization, Environment Health Safety etc.

In his consulting phase, Karunesh continues to coach and help organizations transform while working on HR practices, deploy culture of excellence, help integrate companies and facilitate senior leadership Vision to Action dialogue.

Prior to joining GE, Karunesh worked in multiple HR and Quality roles in India at RPG Enterprises with the last one as HR Leader for Ricoh India.

Karunesh is a Post Graduate in Management from XISS, India. He is a certified Master Black Belt and Quality Leader on GE’s Lean and Six Sigma methodology. He is also a Lean Startup coach and trainer and continues to work with GE as Fastworks coach and trainer. He is an Indian national and lives in Singapore.