

# Change Et Al.

PEOPLE · PROCESS · CULTURE



# WHO WE ARE

We are a team of Business Transformation Experts, with global and diverse industry experience, who decided to take our passion for change a step further, forming “**Change Et Al.**”

We believe that for any change to be successful, People, Process & Culture need to work in tandem and this is what sets us apart.

We engage in a range from focused improvement to enterprise-wide transformation across the depth and breadth involving multiple dimensions.

# OUR OFFERING

We partner with organizations globally to provide contemporary solutions; keeping cost and quality in the forefront. We offer customized solutions to increase your profitability while making your employees, customers and shareholders happy. We do not only recommend but also partner with you through the transformation process, making things happen.



## People

- + Organization Design
- + Talent Management
- + HR Technology
- + Competency Building
- + Employee Engagement
- + Learning and Development
- + Coaching
- + Workforce Planning
- + Counseling
- + Onboarding Solutions



## Process

- + Commercial Process
- + Supply Chain
- + Order to Cash
- + Lean Startup
- + Back Office Consolidation
- + Operations Excellence
- + Multi-Location Project-Execution
- + Process Mapping
- + Lean Six-Sigma Deployment



## Culture

- + Agility and Speed in Large Enterprise
- + Medium To Large Enterprise Transition
- + Get ready for your Millennial Workforce
- + Matrix Organization
- + Diversity
- + Culture in Acquisition Integration
- + Culture Transformation
- + Organizational Vision, Mission and Values
- + Servant Leadership

# OUR EXPERTISE

Our agility and our team’s proven track record in implementing contemporary solutions.

## 1 People

### Talent Management

An organization’s biggest competitive advantage is its employees. The last few years have seen tremendous shifts in supply and demand for talent in almost all industries. Therefore, aligning your people strategy with growth strategy could never have been more important. It is not only about hiring the right talent but also linking their growth and competencies with the organization’s growth.

Talk to us about aligning your people strategy with business strategy. We can support you through innovative talent solutions, infrastructure and ready to deploy technologies.

### Employee Engagement

We all know that an engaged employee delivers much better results. But, the challenge is in keeping the employee engaged. Multiple generations working together, individual preferences, work life balance and, diversity can add many complex dimensions when it comes to planning and implementing employee engagement solutions.

Talk to us about customized solutions on employee engagement suited to your industry, your business, your culture and your people. We will not just make recommendations, we will make it happen for you.

## 2 Process

### Order to Cash

It is not only about on-time delivery, order to cash or cycle time reduction, but also about People, Process and Culture. Most organizations continue to suffer with quality of bid, changing specifications, sourcing issues, inefficient project execution and eventually delay in converting Order to Cash.

Talk to us about combining the power of People, Process and Culture to improve your bottom line.

### Lean Startup

First proposed in 2011 by Eric Ries, a Silicon Valley entrepreneur and author, Lean Startup is a philosophy and culture that supports the idea of creating an entrepreneurial and innovation-based organization. Eric's lean startup philosophy seeks to eliminate wasteful practices and increase value-producing practices during the product development phase.

New startups are using this influential model for customer feedback during the development phase and thus reducing the time to market products. Large organizations use it for agility and speed thereby creating an entrepreneurial culture.

How are you planning to use this?

## 3 Culture

### Working in a Matrix Organization

Regional, Functional and P&L reporting lines can be complicated enough. Throw in sub P&Ls and people do not know who decides their fate.

Most of the global corporations have evolved from straight line to solid / dotted line reporting and now to multi-dimension matrix organization structures. While the structure has huge benefits, employees at all levels struggle to make this transition.

Do not struggle any more, embrace and benefit from the full potential of this dynamic structure.

### Culture Integration during Mergers & Acquisitions (M&A)

Talk to the employees of a newly acquired company. Whether it is the merger of two large enterprises, acquisition of a small company by a large corporation or just two like minded companies with synergy, coming together. Lack of integration of culture is amongst the top reasons for failures in M&A deals. Most of the companies have lost the value of their acquisition due to cultural clashes.

We bring unique experience on helping organizations align their culture thus making the merger a success. Talk to us about building a winning culture for your organization.

## HOW DO WE ENGAGE?

70% change initiatives fail to accomplish intended goals. What are we doing differently to make it successful for you?

We take our recommendations a step further and execute it for you. Our differentiator lies in using the power of People, Process and Culture to drive change, using communication and technology as enablers to reach out to every employee in your organization and engage the entire organization in the transformation journey.



**Strategic Program Management**

*We will be a part of your extended team*

Engagements are strategic in nature and require specialized skills

Span across an entire unit or a function or organization

Improvements can be both tangible or intangible and meet program objectives

Enable the leadership to fully participate without having to wear a facilitator's hat



**Interventions**

*We will engage in expert mode*

Engagement boundaries are well delineated

Engagements impact a small unit, sub-function or specific location/s

Improvements are localized but objectively measurable



**Rebuilding the DNA**

*We will be a part of the core of the recreation*

Engagements are highly strategic and impact the cultural DNA

Orchestrated redesign of the genetic architecture of the corporation

Long term, less frequent, highly specialized and intensive alignment with the organization

## Our engagement process and characteristics

+ Our expertise is penetration of change initiative across all levels, functions and geographies .

+ We harness the collective power of People, Process & Culture.

+ With a high speed, agile and action-oriented team, we make things happen for you.

+ We partner with and support you through your transformation journey.

Whether you are a large corporation and worry about making your transformation successful without getting buried under bureaucracy or you are a medium size enterprise looking for world-class solutions, it's time to call us.



## Our Values

### Customer Centricity

Our customers mean a lot to us. We do everything to make them successful.

### Humility

We believe in treating everyone with respect. We acknowledge our diversity.

### Accountability

We acknowledge and assume responsibility for our actions, decisions and policies. This applies internally as well as externally to our customers.

### No compromise on 'Integrity'

We are ethical, transparent and fair in everything we do.

### Growth through Learning

We are in the business of knowledge. Our value to our clients depends on continuously learning and improving our knowledge.

### Excellence

Each and every touch point with customers, society and employees reflects excellence - this includes our verbal, written and social interactions.



**ChangeEt Al.**  
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