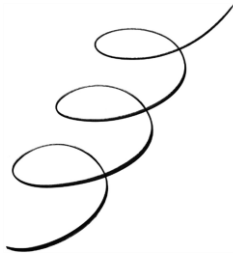


dChange™

dChange™ is for inspiring renewal – sustainable results. There are pressures which affect to us and fellow people in our organizations to perform create value and achieve better results. There is no place to hide. We may experience the change in culture, strategies, processes, competition, organization, skills, attitudes, relationships, beliefs and ways of thinking. At the end of the day we need to do or act differently to achieve better performance and results. The road towards high performing organization leads through the social systems and is thus complex by nature



dChange™ – for inspiring renewal and sustainable results

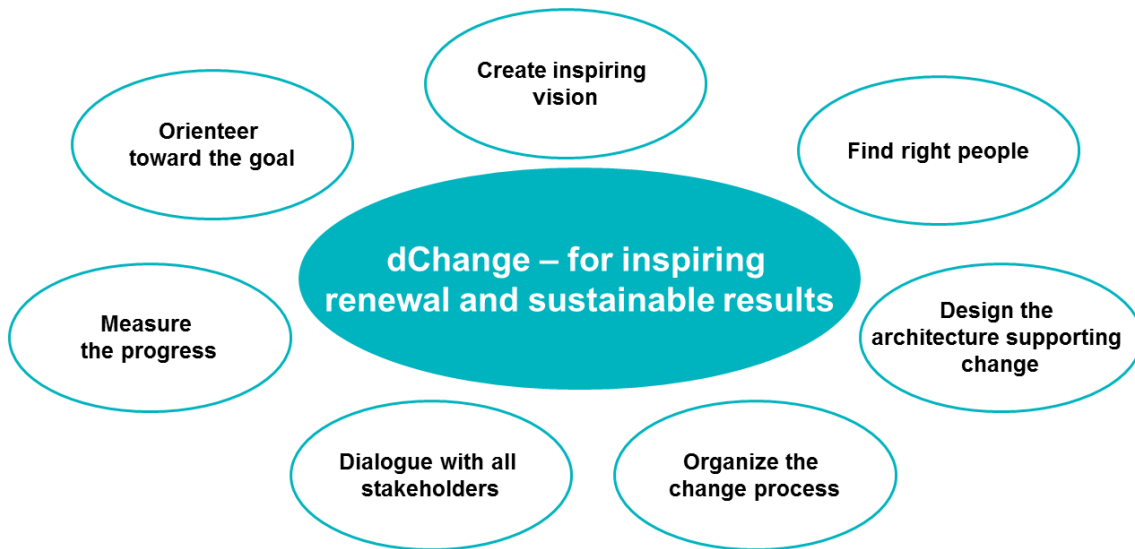
Typical Cases

- The desired and planned changes encounter strong resistance (active or passive) and slow development
- It has been started change program on continuous improvement, innovation management, Lean, Six Sigma, Total Quality Management, Business Process Management or a learning organization, but somehow the development get stuck
- There are different views why and how to make the change happen leading stagnation
- It has been created a new strategy, but the culture or capabilities do not support the execution of the new strategy
- There are a lot of issues like new strategies, It-systems development, process improvements, but we feel that that we are missing inspiration, enthusiasm and sense of urgency

Benefits

Sustainable: long term high performance that satisfies all stakeholders and leads up to excellent economical results and is improving wellbeing of the people and the society. The change is built on strengths, which release energy and makes people feel proud of their achievements
Growth: Economic value driven (profit and income) and people learn to new insight to achieve high performance. Excellent capability to transform the organization. Profound understanding and practical skills to make change to happen and praised by all stakeholders

Find the right questions in your change process



We support you by ...

- Creating inspiring, shared change vision and arousing the sense of urgency
- Finding and defining key people and stakeholders and creating the engagement plan
- Designing the architecture supporting the change and clarifying the social systems and their importance
- Designing the road map, process and practical next steps for improvement, innovation and learning
- Providing coaching and training for facilitating the change in effective way
- Providing measurement and evaluation tools and processes for “inside the skin” factors, f.eg. commitment, attitudes, ways of acting, behavior, skills and way of thinking