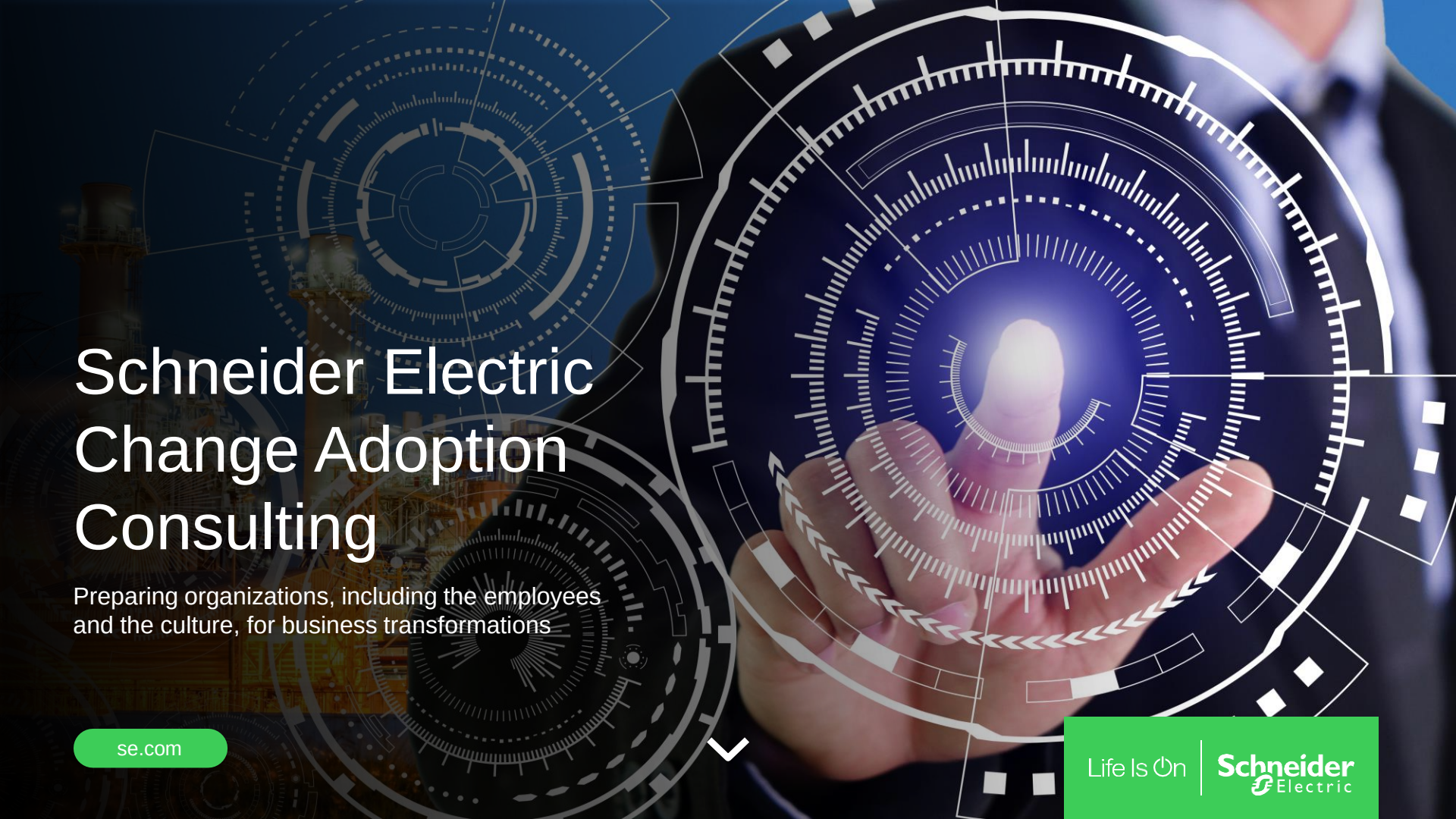


Schneider Electric Change Adoption Consulting

Preparing organizations, including the employees and the culture, for business transformations

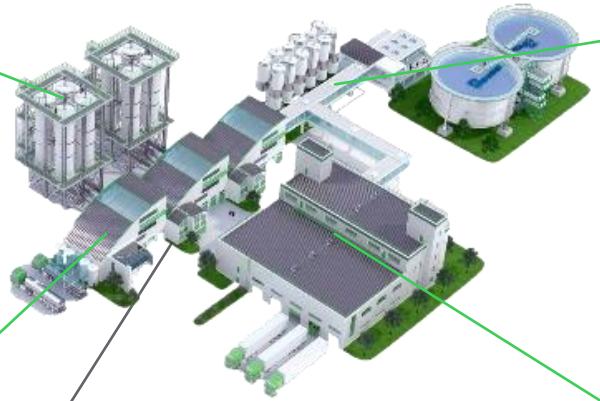
se.com

Life Is On Schneider Electric

Our vision of industrial digital transformation

OPERATIONAL EFFICIENCY AND PRODUCTION

ASSET PERFORMANCE AND DATA CONTEXTUALIZATION



INFRASTRUCTURE AND CYBERSECURITY

ENERGY MANAGEMENT AND SUSTAINABILITY

GOVERNANCE AND CHANGE MANAGEMENT

Disruptive technologies
Business transformation is the new norm.
Digitization and cybersecurity
Organizational and operational changes
Typically, decisions focused only on the solution are likely to fail.
How do we... ensure our people adopt the behaviors required to realize the ROI from our change initiatives at the earliest opportunity?

Schneider Electric Change Adoption

Ensures all aspects of the organization, most importantly the people, are fully prepared and ready to accept, adopt, and sustain new ways of working

Specialized services by Change Adoption experts who identify key organizational barriers-to-success to:

- Increase ability to realize planned business results and ROI by…reinforcing new behaviors and changing mindsets.
- Shorten the lifecycle of the transformation by… minimizing delays due to confusion and change resistance.
- Minimize productivity loss by…keeping employees informed of and engaged in the change.
- Maintain employee satisfaction by…effectively managing personal transitions throughout the transformation.

Early understanding of the cost of the people side of change

Change Adoption Services

Environment diagnosis

- Understand the readiness of the impacted organization and environment to implement and sustain the changes.

Development

- Develop Change Adoption mitigation plans for addressing potential barriers to required behavior changes and adoption levels.

Deployment

- Implement Change Adoption action plans.
- Implement Stakeholder Communication Plans.
- Conduct user training.

Sustainability

- Measure and report Change Adoption after deployment.

Change Adoption **Maturity Assessment**

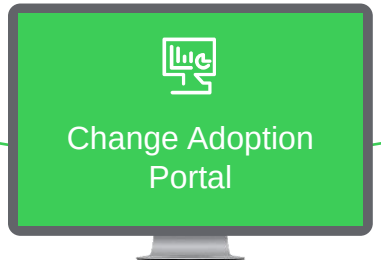
Change Adoption **Best Practices Audit**

Change Adoption **Training**

Change Adoption **Implementation Plan**

Change Adoption **Execution Toolkit**

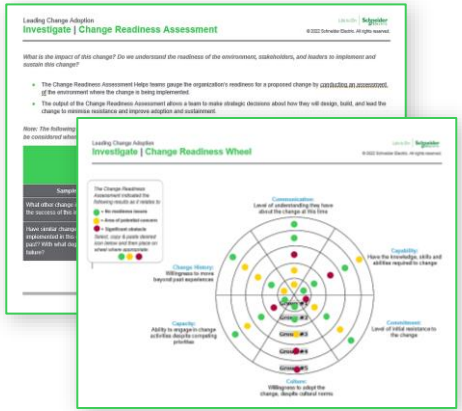
Change Adoption **Adoption Survey**



Executing Change Adoption (CA) across the organization

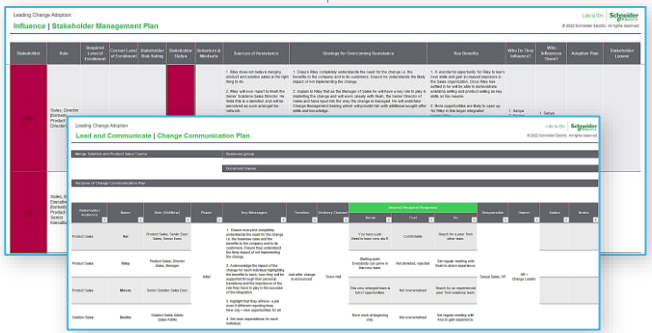
Organize
Team, Tools, and Strategy

- Identify and assign dedicated CA Specialists to the sites and use cases.
- Train these Specialists on the CA methodology and tools.
- Develop the CA Strategy and the **CA Plan.**



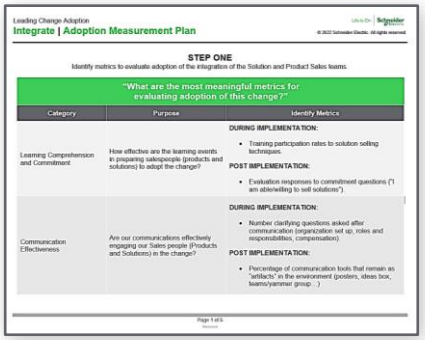
Drive
Stakeholder Management and Communications

- Identify key stakeholders impacted by the digital transformation.
- Determine key changes for key stakeholders.
- Assess resistance areas, barriers to success, and reasons for buy-in.
- Develop and implement the **CA Action Plan**.
- Manage active and visible executive sponsorship.
- Deliver frequent and open communications.
- Drive engagement and support from middle management and end users.



Reinforce
Business as the New Way

- Measure the changes in people's behaviors.
- Recognize and celebrate the successes.

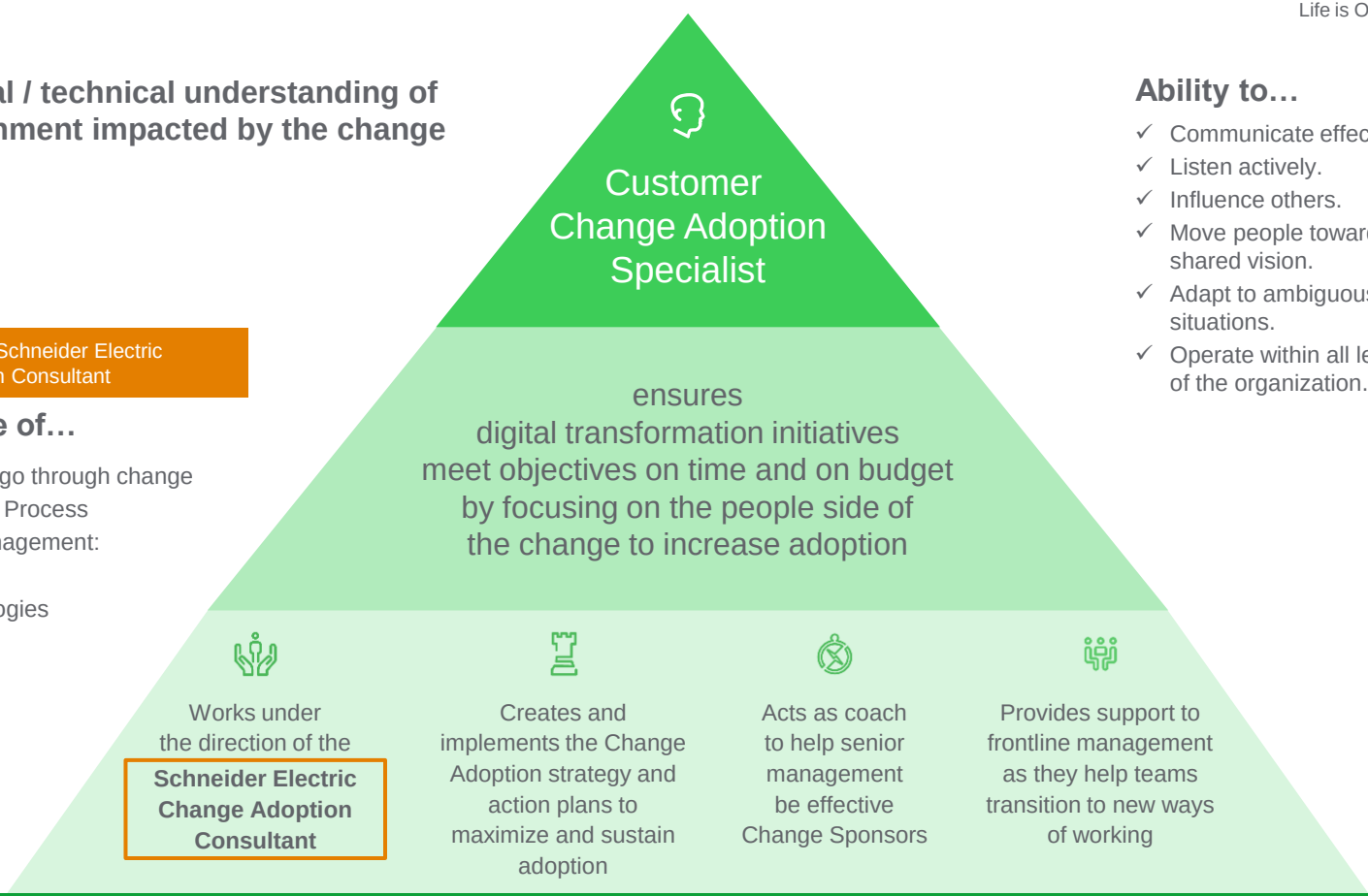


Operational / technical understanding of the environment impacted by the change

Provided by the Schneider Electric Change Adoption Consultant

Knowledge of…

- How people go through change
- The Change Process
- Change Management:
  - Principles
  - Methodologies
  - Tools



Ability to…

- ✓ Communicate effectively.
- ✓ Listen actively.
- ✓ Influence others.
- ✓ Move people towards a shared vision.
- ✓ Adapt to ambiguous situations.
- ✓ Operate within all levels of the organization.

Change Adoption throughout the entire Industrial Digital Transformation lifecycle

DIAGNOSE	DEFINE STRATEGY	DESIGN	DELIVER	SUSTAIN
• Digital and Industrial Maturity Assessment • Audit • **Change Adoption**	• Desired State • Roadmap • Business Case • **Change Adoption**	• Operating Model • Transformation Office • Solution Design • Data Strategy • **Change Adoption**	• Solution Implementation • Training • **Change Adoption**	• Solution Support • Digital Services • **Change Adoption**

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To learn how Schneider Electric can help accelerate your industrial digital transformation, visit:

se.com

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