

TECTURA SERVICES – CHANGE MANAGEMENT

Building the Capacity to Lead Successful Change

WHY CHANGE MANGEMENT SERVICES?

- MINIMIZED RISK ASSOCIATED WITH CHANGE
- SUCCESSFUL ACHIEVEMENT OF CHANGE OBJECTIVES
- ENSURED PERFORMANCE IMPROVEMENT
- INCREASED RETURN ON INVESTMENT (ROI)

DRIVING SUCCESSFUL CHANGE TO PROPEL YOUR BUSINESS FORWARD WITH CONFIDENCE AND AGILITY

Change is inevitable, but the accelerating pace and impact of change that organizations are facing today has never been more challenging. Successful organizations not only respond to these challenges, they strategically plan for it. However, many businesses are limited by their resources and skill sets to successfully manage the transition process. Tectura can help you bridge the gap to effectively plan and manage your change and reduce the risk associated with transitions, whether it is based on implementing new technology that requires integrating new processes and training, or adjusting your business strategy direction that requires the understanding and support of your stakeholders.

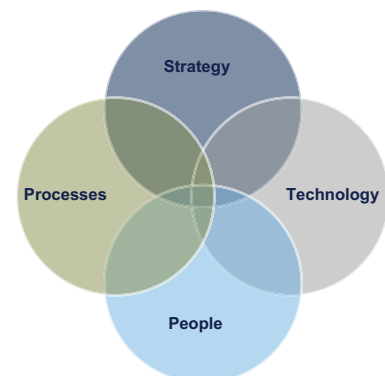
WHY TECTURA? MINIMIZED RISK

When planning an organizational or technology change, partnering with the right consulting expert makes all the difference. In working with Tectura you are able to take advantage of our expertise and experience, allowing you to focus on your core business while minimizing any disruption to your organization. You benefit from our ability to help you:

- Reduce risk associated with change
- Successfully achieve change objectives
- Ensure performance improvement
- Increase return on investment (ROI)

Tectura's change management philosophy is based on the understanding of interdependencies of four major components:

- Strategy
- Processes
- People
- Technology



TECTURA®

A PROVEN APPROACH

We recognize that success lies with the readiness, willingness, and ability of the people within the organization to accept and commit to change. To ensure a successful transition, however, it is vital to realign strategy, processes, technology, and people. Based on this principle, our Change Management methodology utilizes a four-step approach for adapting, and inspiring change, from both the perspective of the organization and the individual to facilitate achievement of change objectives.

- **Change Planning:** Tectura conducts a systematic, detailed assessment evaluating client's readiness, willingness, and ability to manage and sustain change based on leadership alignment, stakeholder engagement, and the impact of change on the business. Based on the assessment results, Tectura designs a strategic vision and set of actions for increasing the organization's engagement and willingness to change.
- **Organizational Alignment:** Tectura works closely with clients to assess procedural, organizational and job-related impacts based on the proposed initiatives. From the assessment results, Tectura develops and delivers the plan to realign jobs and organizational structure to support the change and enable achievement of target performance levels.
- **Communication:** To achieve and sustain successful change initiatives, effective communication is a vital. Tectura develops and delivers a strategic communications plan based on assessment findings, which will leverage technologies and tools to ensure the right stakeholders get the right message, the right way, at the right time.
- **Training:** Together with the client, Tectura identifies and assesses skills gaps to develop and deliver an optimal training program to ensure the appropriate skills are mastered.



Have confidence that your company will undergo a smooth transition and adaptation to the change that inevitably comes with implementation of new strategies, process improvement initiatives, or technologies. Our change management services are designed to enable you to optimize and sustain your change capabilities on an ongoing basis so you can achieve your change objectives.

Contact us today for more information on how Tectura can help you successfully respond to and achieve your change objectives through our change management consulting services.

ABOUT TECTURA

Tectura is a worldwide provider of business consulting services providing sustainable value through consulting, software and IT implementation. We offer a full spectrum of services ensuring our clients have the best opportunity to address their requirements and achieve optimum business performance.

Why Tectura? We have the best people delivering proven, value-add service offerings on a global scale. Contact us today for more information on how Tectura can help you maximize your IT investment and optimize performance through our health check and other service offerings.

FOR MORE INFORMATION

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