

People and Organisational Change



Our people and organisational change team supports sustainable change. We'll prepare your people for a flying start, giving your new system or service the best chance of being used properly, so that you achieve your planned business benefits and return on investment.

The challenge

We all know that successful and sustainable business change requires a focus on processes, technologies and people.

Whilst your design team takes care of the processes and technologies by working with user representatives to make sure the design delivers value, who then helps to ensure that service users, employees and partners are ready for the change?

Training and communications are only part of the solution. Investing in your people's change journey is what matters most; especially if you've determined that a large percentage of your expected return on investment depends upon people changing what they do. You therefore need to choose an organisational change partner that will help you succeed.

The CGI approach

We often hear that people hate change: but to us, that's not an inevitability. We understand that change can be difficult, but our goal is to help our clients become stronger and more capable of achieving successful and lasting change through both making the right choices, and properly connecting with the people impacted by change.

Using our evidence-based change capability assessment, we work to understand your existing organisational change capability. We then make recommendations of how you can build on your existing governance, project and change management structures and processes to deliver greater success.

We will work together to define change journeys for each of your stakeholder groups, enabling them to transition effectively into new ways of working and driving value to ensure the changes 'stick' for the long-term.



Why CGI?

We provide a positive experience of change, even for complex projects with lots of moving parts.

Our clients compliment us on how we make their transition from old to new feel 'seamless'. That is because we transition people into their future way of working with care, attention to detail and a strong focus on what is important to them.

Our experience

Our people and organisational change consultants have real-world experience of multiple change methodologies. We can therefore determine and apply an evidence-based approach that works in the context of your organisation's culture and needs.

Our experience is across organisations and geographies, delivering changes ranging from small projects to large-scale transformations.

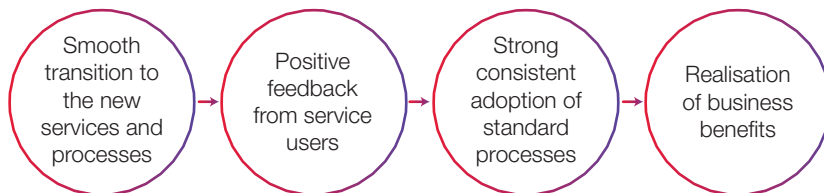
After designing your detailed plan, our experienced consultants will help you deliver the practical actions and deliverables that enable successful change, including:

- Communications, including roadshows, team briefings, newsletters, digital updates
- Training and familiarisation activities
- Model office/supported digital practice zone
- A network of business change champions, subject matter experts, change leaders and process owners
- Support managers and other leaders to ensure business readiness at a detailed level
- Personal transition plan
- Business continuity plans to de-risk transition
- Benefits planning, tracking and metrics.

The benefits

Our evidence-based approach to people and organisational change management will de-risk your project, ensuring that people adopt new ways of working and do what you need them to do to enable successful outcomes.

Starting a positive cycle of change with CGI will build momentum and enthusiasm throughout your organisation, leading to greater success as your project moves forwards.



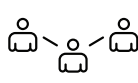
What we offer



We provide actionable insight from our evidence-based **change capability assessments**.



We support robust and effective **business change planning**, focusing on the details that drive human responses to change.



We help with the detailed **design and delivery of change**, getting everyone working together with a series of activities to make rapid, measurable progress towards key goals.



We enable **sustainable change**, working with you to create positive cycles of change that build momentum and long-lasting success.

Speak to our CGI people and organisational change consultants about how we can help de-risk your project, realise your expected ROI and keep everyone onboard.

About CGI

Insights you can act on

Founded in 1976, CGI is among the largest IT and business consulting services firms in the world. We are insights-driven and outcomes-based to help accelerate returns on your investments. Across hundreds of locations worldwide, we provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

For more information

Visit cgi.com/uk

Email us at enquiry.uk@cgi.com