

Change Management Solutions

Ensure Business Changes Deliver Business Results

Unprecedented change affects all businesses in today's competitive global marketplace. From pioneering new business strategies and transforming organizational design, to ERP implementations and product launches, organizations must help employees respond to and adopt change quickly.

Achieve Six Times the Success

Number to Know

6x's

Businesses that embrace change management are 6 times more likely to succeed in executing business initiatives.

Businesses that embrace change management best practices are six times more likely to succeed in executing major business initiatives. Those that do not put their projects (and the time, resources and budget invested) at risk of never achieving ROI. At CARA, our proven Change Management solutions give businesses the tools, support and expert guidance needed to effectively

plan, manage and execute today's widespread enterprise projects. With expertise across a range of industries, corporate initiatives and change management methodologies, the CARA consulting team partners with senior business leaders to ensure business change leads to business innovation and success.

CARA's Change Management Approach

Define the Change: With constant transformation across an organization, it is hard for business leaders to define the scope and goals of a change initiative. CARA's experienced change consultants work with senior executives to align the entire leadership team behind the change and clearly communicate expectations.

Assess Risk and Readiness: To determine if the business is ready for the proposed change, CARA evaluates business risk and readiness. Is the organization ready for the change? What are the financial, market and

About CARA

The CARA Group, Inc. is a human performance consulting firm specializing in custom learning, change management and technical communication services for Fortune 500 organizations.

CARA's mission is to help our clients achieve their business objectives by first understanding key issues and challenges, and then leveraging the skills and competencies of our consultants. We design, develop and implement the solutions that directly contribute to our client organizations' productivity and growth.

Create a Change Strategy: Determining the levers key to the change initiative's speed and success, CARA develops a comprehensive change strategy that identifies and engages stakeholders; addresses points of resistance; delivers communication, training, and documentation plans; and establishes a system for monitoring and measuring success.

Deliver Against the Plan: CARA's experienced change consultants work side by side with client implementation and leadership teams to manage each step of the change strategy and execute all deliverables, from communications and coaching to training, surveys and assessments.

Measure and Sustain Momentum: To ensure overall project success, CARA's Change Management solutions incorporate measurement and acceleration activities designed to quantify and sustain progress throughout the change initiative's life cycle.

[more >](#)

Change Management Deliverables

While CARA customizes the change plan for each client and for each initiative, all change management programs deliver a rich portfolio of tools and resources, including:

Change Assessments and Plans

- Change readiness assessments to identify how and where to focus change efforts
- Stakeholder analysis to ensure impacted groups are informed, engaged and supported
- Resistance management plans to proactively address concerns and manage challenges
- Change competency development and leadership coaching

Change Communication Tools

- Communication plans to define who needs information, how often, and in what form
- Strategic messaging platform to help business leaders explain the change initiative and set expectations to various audiences
- Tactical messaging, describing how the change will impact employees and jobs

Training Programs and Documentation

- Instructional design training and documentation for building skills and knowledge
- Technical documentation of new procedures and/or policies
- Assessment, measurement and evaluation of training related to business change

Evaluation and Course Correction Tools

- Engagement and adoption assessments
- Compliance audits and employee feedback surveys
- After action reviews and transition management reports

Sample Initiatives

- Global Manufacturer Large Scale Business Process Redesign: Global Pharmaceutical Corporation
- Global Learning Management System (LMS) Implementation Strategy: Fortune 500 Restaurant Corporation
- National System Implementation and Business Transformation: Telecom Mobile Carrier Corporation

To learn more or to see how CARA may be able to help your organization achieve its goals, please contact us at **866.401.2272** or info@caracorp.com. Visit CARA online at www.caracorp.com.