

## ORGANIZATION CHANGE

*SiloSmashers raises your “Return On Change”*

### THE CHALLENGE

*New regulations have changed the way you take products to the market. Only a major organization shift will keep you in the game. But unless you break through the silos holding back real change, the game is over.*

*Your agency has invested millions on new enterprise applications. If stakeholders aren't involved from the start, expect to spend millions more to teach them why and how to use the applications.*

Scenarios like these are typical of the situations that prevent organizations from implementing changes in time to take advantage of opportunities, respond to threats or adapt to new workplace, regulatory and market factors. Often, senior management understands the changes it needs, but is uncertain about how to put them into effect. Stakeholders become engaged in the process too late. And too many organizational barriers and silos stand in the way. SiloSmashers changes this.

Combining a skilled consulting practice with proven solutions and techniques, SiloSmashers delivers the people and organizational strategies necessary to accomplish your business objectives and carry out

major organizational changes. The result? You'll see successful change efforts produce the tangible benefits you want. Taking your organization from Point A to Point B has never been smoother or more effective.

### WHAT WE OFFER

Adapting to the unique requirements of government and private sector clients, we develop custom solutions in: Change vision • Readiness assessment • Culture analysis • Change strategy • Change leadership coaching • Stakeholder engagement and management • Organizational structure and processes realignment • Workforce restructure • Communications • Transition planning and guidance • Transition measurement • Change impact assessment

**WE PUT THE FULL ENERGY AND CREATIVITY OF YOUR ORGANIZATION BEHIND YOUR BUSINESS STRATEGY.**



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### TURN CHANGE INTO OPPORTUNITY

Too many business changes fail to deliver their promised benefits. We turn this around – increasing your “Return on Change” by improving the way you adapt to change. We assess your organization’s readiness for change, strategically *engage* stakeholders early on and *align* the organizational infrastructure to support your targeted outcomes. This proven approach delivers *Peak Performance*™ – and the biggest return – from your change efforts.

Each client engagement starts with a goals and outcomes definition and an assessment that leads to a customized change strategy. This strategy describes the *why, what, who, when and how* of the specific organizational and workforce changes, including the transition steps to get there.

Throughout, we employ four key features to build ownership and momentum while minimizing barriers. Involve stakeholders throughout the change process. Think globally, tailor locally. Design and act from common ground. Make adjustments based on feedback.

### YOUR PEOPLE ARE THE KEY

When people welcome a new situation, they call it progress. When they don’t, they call it change. We turn change into progress by involving the right people at the right time on the right tasks to define the best way to make and sustain the change. Plus, we generate quick wins to build momentum. These techniques put the full energy and creativity of your organization behind your business strategies, an alignment that leads to smoother, faster changes fueled by a motivated workforce.

### THE BENEFITS ARE CLEAR

Your organization will operate more effectively and will serve your entire enterprise as a whole. Silos will exist only for functional reasons, not to feed self-centered or political egos.

### FIND OUT MORE

Put your enterprise on the path to *Peak Performance*™. Contact SiloSmashers today at 703-797-5600. Visit [www.silosmashers.com](http://www.silosmashers.com). Or email: [info@silosmashers.com](mailto:info@silosmashers.com).

QUICK WINS BUILD  
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