The ADAPT Formula

Gain business transformation buy-in to execute successfully through transition.



Align with Strategic Vision

In order to achieve the desired results, a comprehensive plan must be developed and agreed upon by all stakeholders. As much as the plan is a yardstick for timelines, financial investments and desired results, it must also clearly illustrate the connection between the company's strategic imperatives and the transformation effort. If you can create enthusiasm from the top down through a shared vision, you'll set an example for the rest of the company.

Deploy a Command Center

Assign roles and responsibilities to your teams so that information never gets lost due to a communication breakdown. It is important that part of your accountability plan includes communication between all levels and departments, including measurable goals and frequent check-ins. That effort requires a centralized database of projects, investments and resources to eliminate silos and keep all parties on the same page.

Ask the Naysayers

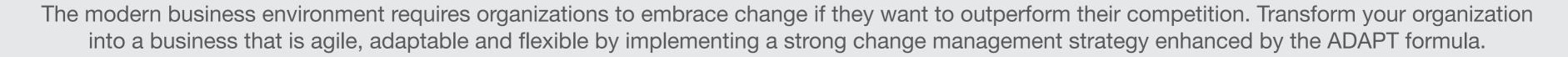
Employee buy-in is usually a chief concern when embarking upon organizational transformation. The reasons for resistance can vary. Savvy organizations understand that change management is as much about understanding the mindset of their people as it is about achieving business goals and often times the nay-sayers have the best insight. Empower your nay-sayers and incorporate their feedback to ensure you are not missing anything. If you can get them on board, your plan is that much better for it.

Provide Quick Wins

Transformation doesn't happen overnight. By breaking the big picture into smaller pieces, you'll have more opportunities to tout the positive accomplishments that are occurring. Sharing those positive results will give people a reason to persist through the rougher parts of the process. Perseverance is a key attribute of change management success.

Tell the Story

The story that you craft should consistently communicate the overarching goals of the transformation. And remember, don't just talk in terms of how it will benefit the organization – also share how it will benefit all the individual stakeholders.



If you're interested in learning more about making a successful business transformation.

<u>Download this whitepaper</u> on conquering change management in the modern era!

About KeyedIn

KeyedIn Projects is a supremely flexible solution for managing projects, programs and entire portfolios – from a single platform that provides a comprehensive view of the status of every project. Used by portfolio managers, boardroom decision-makers, and frontline users, KeyedIn Projects increases success rates and profit margins, enables better decisions about project selection, planning, and prioritization and optimizes resource usage across the entire business. Headquartered in Minneapolis, KeyedIn has hundreds of customers worldwide, including Walgreens Boots Alliance, LexisNexis and Office Depot.

For more information about KeyedIn and how KeyedIn provides a comprehensive PPM solution that helps navigate and drive organizational change visit www.keyedin.com.

