

# I-RH Partner | Business Support

## Change Management

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Involve all of your associates to become producers of quality data

Our ever-changing environment helps transform your organization by making it more agile. To meet these contemporary challenges, it is necessary to set up major transformation projects. Whether organizational-, business- or tool-oriented I-RH Partner's thinking puts Humans first. In order to support you in an efficient deployment, we help you define the different stages of the Change Management taking into account your stakes and your context.



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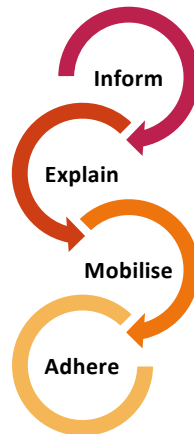
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## CHANGE MANAGEMENT

### OUR OFFER

Change management is a crucial step in the success of a project. In order to facilitate the global coherence of the actions to be carried out, our experts intervene at your side in an immersive and participative format through the following four main axes:



### OUR METHODOLOGY

In order to anticipate and respond to the natural resistance inherent to any transformation project, I-RH Partner offers a proven methodology approved by our customers that will allow you to encourage your transformation projects. Change management covers a broad functional area, including:

- Development of the strategy;
- Organization of impact analysis workshops to anticipate feedbacks and adjust the approach;
- Gap analyses allowing a comparison between the current situation and the target situation in order to suggest a transformation strategy;
- Development of the communication plan;
- Development of training plans;
- Production of training materials;
- Seminar animation and training sessions;
- Updates of existing documentations and intranets;
- Measurement of customer satisfaction;
- Skills transferring.

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### YOUR BENEFITS

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Promote **ownership** of the tool and **adherence** of your associates

Accelerate **organizational** and **business transformation**

Benefit from **functional** and **project expertises**

