

If you require assistance with organizational culture change,

atfocus can help

Our customized program for managing and monitoring organizational change may be the right solution for you

If you are involved in a major change or simply need to do things differently, **Countdown2Change** is a methodology that will assist with effective deployment of a program or service, new process, or an organizational change.

Change management is a planned series of events over the lifetime of an initiative, that proactively provide support to individuals to assist them in maximizing the adoption of behaviours that are required in order to achieve lasting benefits from the change. By exploring organizational readiness, the personal change journey, and the relationship between timelines and anticipated resistance to the change, we develop an easy to follow change program. We supply and coach the methodology and the change program. Either you or we can apply it.

Change Program



Achieving organizational cultural change is a significant challenge. **Countdown2Change** begins with establishing an understanding of how much change management is required for success. An organizational readiness assessment is performed, the personal change journey is explored with staff and anticipated resistance is documented. A customized change program is developed with your unique organizational characteristics in mind.

Innovative Workshops and Training



atfocus ensures all change interaction is fun, focused and effective. We use a number of innovative techniques that ensures staff participation. Knowledge building through interactive, entertaining and easy to learn techniques ensures that the staff change experience is complete and effective. Automated tools, hands on experience scenarios, and competitive team building programs all contribute to successful, sustainable change.

Effective Communication Tools



Nothing can replace effective communication tools during change. Staff issues quickly escalate when inaccurate or little information is available. Momentum can quickly evaporate when the initiative becomes too difficult or early wins cannot be seen. **Countdown2Change** includes a specialized communication plan and tools that focus on getting the right message, to the right audience, at the right time, delivered in the right way.