



Change Management Solution

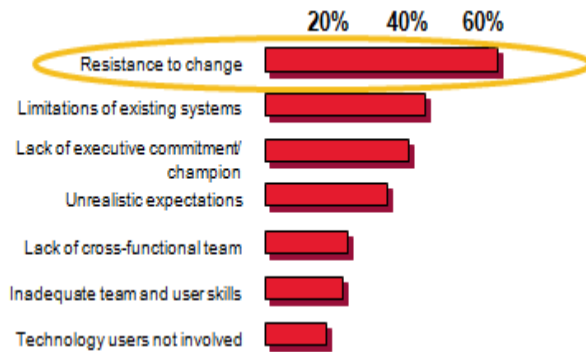
Change Management is “Risk Management on the People Side”



According to the research, the top challenges to implement effective change are:

- *People Issues*
- *Organizational Resistance*
- *Communication Weaknesses*

In another research study, “Resistance to Change” topped the list of reasons why Change programs fail:



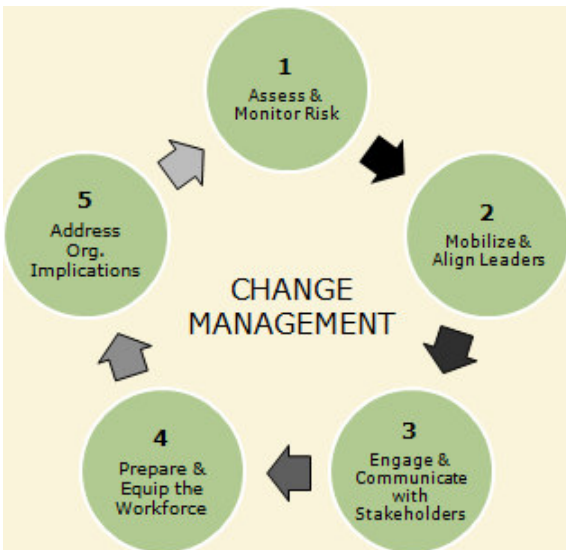
Change Management Defined:

- Addresses the “people” issues to promote successful implementation of major organizational, process and technology programs
- Increases the probability of successful program implementation and accelerates benefit realization by:
 - Helping leaders reach understandings and agreements that result in acceptance and unified action
 - Preparing and equipping managers and employees to thrive in the new environment
- Focuses on helping people accomplish a critical initiative together across the traditional silos

Our Change Management solutions can help you mitigate risk, meet deadlines, assign responsibilities & priorities and prepare for a successful post-change environment.

With our Change Management solutions, our team can:

- **Assess & Monitor Risk** by bringing in the right people at the right time to execute plans effectively and identifying critical risks and people
- **Mobilize and Align Leaders** through leadership coaching which helps them achieve a common vision, drive and deliver through coordinated action plans
- **Engage & Communicate with Stakeholders** in order to keep those who are the most important to any business, aware of goings on and most importantly to keep them happy
- **Prepare & Equip the Workforce** by instilling in them self sufficiency through top quality training documentation and delivery
- **Address Organizational Implications** by readying an organization to identify & address issues to build readiness for change



Helping our clients get sustainable, measurable results

Voice Tel Tech (VTT), established in 1992, is an international organization of strategy and management consultants who serve clients in business and government. VTT members adhere to strict professional standards and a rigorous code of ethics. VTT is dedicated to improving the competence of its members so that they may serve clients with reliability, integrity and the highest level of professionalism. VTT has established a set of operating frameworks and flexible methodologies which help us solve pressing challenges for our clients. Through our collaborative and flexible approach, we help our clients get practical, sustainable, measurable results, make the right strategic decisions and implement the right solutions. We are VTT, strategy & management consultants. To learn more, contact us, or visit our Web site at www.voiceteltech.com

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