

Apps Associates is Equipped to Prepare Your Team for Technological Infrastructure Changes – Big and Small



Organizations invest countless dollars in business applications, it only makes sense to ensure that users can leverage them to the fullest. With Apps Associates' Change Management offering we provide a framework to accelerate successful user adoption as well as user support. Whether migrating or introducing new business applications, automation, data visualization or choosing a hybrid or fully Cloud-based infrastructure, the biggest challenge to upgrading any important business system is not just in planning and supporting the actual implementation—it's the human element of change and guiding overall user adoption. Change Management ensures teams are trained and equipped with the right tools and processes to seamlessly go about day-to-day and mission critical operations with ease—which is just as paramount to company success as the infrastructure itself—and Apps Associates is here to help. With added components of agility and creativity that deliver value for our customers. We bring alignment and resources that will elicit positive change and momentum for users and fast track ROI for businesses.

Why A Change Management Strategy Should Be Part Of Every Software Migration

According to numerous sources, 70% of all implementations are at risk to fail because focus on the human element of change is not considered. What's more, Gartner stated that over [\\$430 Billion](#) is spent on enterprise software, only to have it underused. Developing a strategic approach to tackling the end user component of implementing a new software or undergoing a migration has proven to increase communication and end user awareness—ensuring teams are ready to hit the ground running upon project completion. Additionally, according to Prosci, the global leader in change management solutions, projects with improved change management are



6X more likely to meet objectives than those without. As a proven critical component to technology overhauls, Apps Associates takes the time to build out a change management strategy that aligns with a project's specific needs and each client's business goals so that all migrations or implementations realize success immediately.

Apps Associates' 6 Stages to Change Management Enablement & Strategy

Apps' experts, including those who are Prosci Change Management Certified, are fully versed to facilitate both individual and organizational change and formulate the foundation of a Change Management Plan to address a specific project—regardless of platform or vendor. From SMB to mid-market to enterprise-grade organizations, our strategy for end user adoption drives value and impact where the biggest gaps typically exist. By applying a critical eye to both the technological and human elements of each project, Apps Associates can guide any organization through a true end-to-end migration or implementation in order to achieve end user adoption, success and alignment on overall best practices.

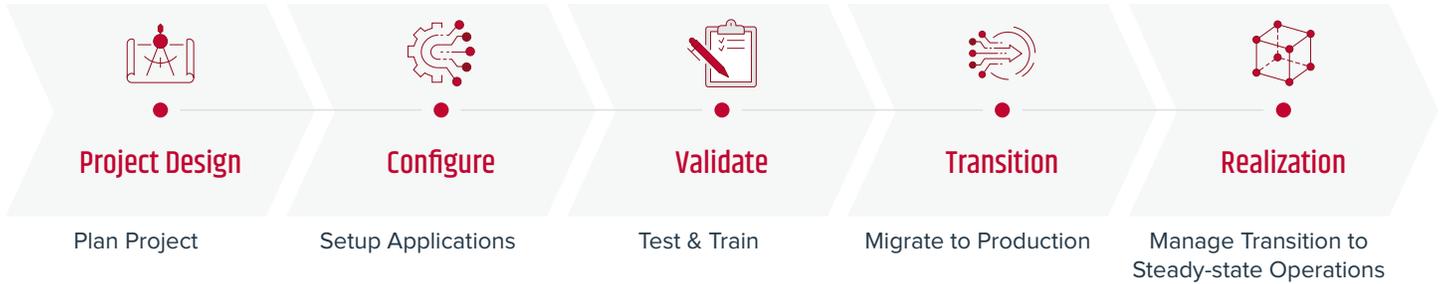


Our proven methodology follows a simple six stage process that ensures no stone is left unturned and no end user is left behind:

<p>Discover Pre-Work</p>	<p>At the onset of the project, Apps' experts will walk through gathering the essential needs of your organization, leveraging our Sponsorship Risk Assessment to identify potential risks right up front so there's no guesswork further down the line.</p>
<p>Discover & Design</p>	<p>At this stage, Apps will host a Discovery Workshop to:</p> <ul style="list-style-type: none"> • Conduct a Comprehensive Risk Assessment in collaboration with project teams, sponsors and key stakeholders • Define project vision & business objectives/outcomes • Create Change Management Strategy • Assess Communication Requirements & Strategy <p>Upon completion of the Discovery Phase, the following should be in place and ready to be enacted:</p> <ul style="list-style-type: none"> • Change Management Plan • Change Management Program Guide • Sponsorship Strategy & Engagement Plan • Communication Strategy & Plan
<p>Design & Configuration</p>	<p>This phase will look to complete all deliverables and continue ongoing communications and change strategy surrounding the new solution and digital transformation.</p>
<p>Optimize</p>	<p>Following strategy planning, Apps will work to execute:</p> <ul style="list-style-type: none"> • Documentation & Processes • On-going Communication Checkpoints • Change Initiatives • Engagement Plans with sponsors, key stakeholders, and project teams
<p>Transition & Realization of Change Management</p>	<p>At this stage, the goal will be to finalize a sustainability plan so that change management processes and momentum will continue beyond post Go-Live. Giving our clients the resources and confidence to maintain an educated and engaged transformational experience.</p>
<p>Ongoing Support</p>	<p>Apps does not leave your team to fend for themselves following completion of the project. Our experts will remain available to provide ongoing support as end users are trained on the new platform to ensure a truly seamless transition and a strong foundation.</p>



Oracle Project Management Methodology



Salesforce Project Management Methodology



Learn more about change management and how we can support your business needs by visiting us online or follow Apps Associates on social media [Twitter](#) and [LinkedIn](#).

About Apps Associates

Apps Associates is an enterprise application services leader with a customer-first focus. Apps Associates has more than two decades of experience helping organizations innovate through digital transformation initiatives. Customers such as Brooks Automation, Hologic Inc., Edwards Vacuum, and Take Two Interactive Software turn to Apps Associates for strategic counsel, system integration and the services required to solve their most complex business challenges – utilizing experience in analytics, application modernization, process automation, digital systems, technology and operations. To learn more about how Apps Associates can help you align your business with the right technology, visit: www.appsassociates.com, or follow Apps Associates on social media on [Twitter](#) and [LinkedIn](#).

Our Strategic Partners:

ORACLE | Partner

aws partner network
Premier Consulting Partner

salesforce PARTNER

snowflake SERVICES PARTNER SELECT

Frequently Asked Questions About Change Management

<p>Why Change Management?</p>	<ul style="list-style-type: none"> • Increased value creation – realize greater value by aligning people and processes • Reduced risk – lower the risk associated with end user adoption and encourage ownership • Improved alignment with strategic goals – focus on transforming the customer experience and becoming best in class
<p>How will structured change management benefit our users?</p>	<p>Benefits include:</p> <ul style="list-style-type: none"> • Alignment with existing resources within the organization • Allowing the organization to view the change initiative as a big picture and assess the overall impact • Allowing the organization to properly create a communication plan • Maintain concerns/issues through each phase • Making implementation/Go-Live more efficient and effective • Decreasing potential financial loss due to extending dates/Go-Lives • Possibility of success is increased • Sustainability strategy for post Go-Live
<p>What are the consequences of not having a structured change management plan?</p>	<p>Falling off track/not having alignment of change initiatives, not hitting goals as a project team, not hitting Go-Live dates, not having all users on the same page, not having structured communications plan = users not trained or sufficiently prepared to adopt the solution!</p>
<p>Why do people embrace or resist change?</p>	<p>Embrace - ready for something new, want to keep up with the times as far as change in technology and business practices, have more than enough capacity to learn something new.</p> <p>Resist - comfortable in their day to day work, do not have the time or ability/capacity to learn a new structure, do not agree with the change initiatives being proposed, are anxious about change.</p>
<p>How can we motivate our users to embrace the change?</p>	<p>Motivators include:</p> <ul style="list-style-type: none"> • Incentives • Strategic just in time communications displaying the benefits (what's in it for them - how will their jobs be easier?) • Steady involvement of users in change initiatives and milestones
<p>What key areas does a detailed change management plan address?</p>	<p>Sponsorship, previous change history, communications, user adoption & change readiness, resistance, sustainment planning.</p>
<p>What do you see as the biggest obstacles to successful change management initiative?</p>	<p>Inability to communicate high level plan/strategy with stakeholders and end users, not assessing the organizations capacity for change (day to day operations/mandatory change), failing to communicate a change message and resource constraints.</p>
<p>How do you overcome employee resistance?</p>	<p>Create excitement about the change, show how it will benefit their role and highlight the value that comes with the transformation and give employees the resources to adopt the change!</p>