

Globalizing Change Management To Sustain Transformation Benefits

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Agenda

1

Biggest Challenges in Realizing the Benefits of Change Management

2

Benefits of a Globally Standardized Process

3

3Ps of Standardization: Establishing a Data-Driven Global Process

Poll Question

What is the biggest challenge your organization faces in change management today?

- a) Technology Gaps**
- b) Resource Allocation**
- c) Stakeholder Buy-In**
- d) Lack of Standardization**
- e) Acquiring Global SMEs**



Why Organizations Are Failing To Fully Realize
The Potential Benefits of their Change Management?

Biggest Challenges in Realizing **The Benefits of Change Management**

Lack of Global Standardized Processes

Minimal Global Subject Matter Expertise (SME)

Biggest Challenges in Realizing **The Benefits of Change Management**

Lack of Global Standardized Processes

Geographically and operationally isolated processes

Minimal Global Subject Matter Expertise (SME)

Biggest Challenges in Realizing **The Benefits of Change Management**

Lack of Global Standardized Processes

Minimal Global Subject Matter Expertise (SME)

SMEs lack consolidated expertise in process system



How Can Global Standardization Create
An Impact on the Change Management Process?

Benefits of a Globally Standardized Process



Faster Decision Making



Accurate SWOT Analysis



Efficient Task Prioritizing

Poll Question

Where do you stand in your change journey?

- a) Outsourcing services to a third party (Finance, HR, IT, etc)**
- b) Leveraging Robotic Process Automation (RPA)**
- c) Implementing Software Solutions (Like HighRadius)**
- d) All of the above**
- e) None of the above**



What a Global Strategy Looks Like
For Change Management Owners?

3Ps of Standardization

Establishing a Data-Driven Global Process



PROCESS

Cross-Functional
Compatibility



PEOPLE

Identifying
Change Agents



PURPOSE

Unilateral Purpose
Alignment

3Ps of Standardization

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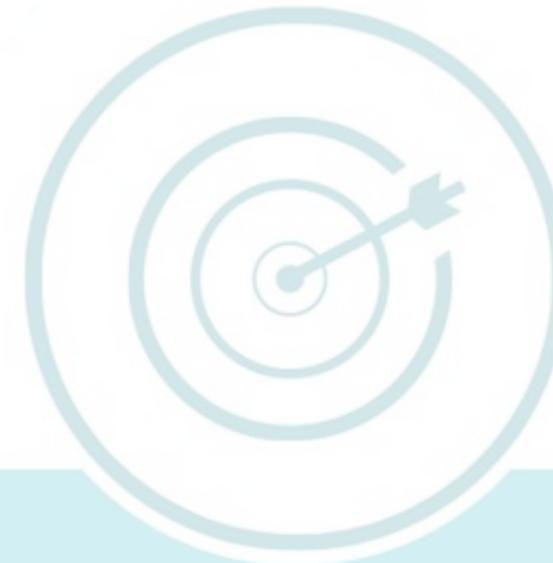
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Summary

- Full-scale potential cannot be realized until processes are standardized globally
- Subject matter experts need to be familiar with the global systems
- Project owners need to create a well-balanced team with cross-functional compatibility
- Project owners can leverage performance and psychometric data to identify change agents
- Close association with the IT function will be key to a data-driven change management

Q&A