



IComm's Halcyon Change Management specialises in successfully migrating organisations from their current ways of working to modern ways of working with new technology. Successfully shifting to modern ways of working requires a change in behaviour across the organisation, which starts at the executive level.

To help organisations reach their modern workplace goals, the Executive Engagement Workshop results in a clear understanding for the organisation of what is required at the executive / senior leadership level for the change to be as successful as possible. It clarifies any ambiguity of roles and responsibilities at the senior level, in order for clarity and success at the end user level.

The Executive Engagement Workshop covers the following:

### **Compelling Event**

The Executive Engagement Workshop firstly gains agreement on why the change is taking place.

### **Mindset / Behaviours and Role Modeling**

- The workshop determines what aspects of the modern workplace are going to be accepted and undertaken
- Agreement is made on how the change is going to be role modeled internally by executives and senior management teams
- Best practice for the change process is also agreed

### **Communications**

A high level communications plan is developed, which determines the methods of communication and encourages two-way discussion and feedback from employees.

### **Super Users**

Super users within the organisation are identified, along with their roles and responsibilities during the change process.

### **Profiles and Personas**

Departments and personas to be profiled within the organisation are identified.

### **Risks**

The workshop brainstorms, calls out, discusses and plans for any known change process risks, issues, and concerns that may stall or hinder the process.

### **Success criteria**

Key success criteria is determined and documented for later use.