HALCYON
CHANGE MANAGEMENT BY icomm

ICOMM

Change Management for Data Protection and Governance

Halcyon Change Management has been designed and tailored specifically for any organisation that is wanting to successfully implement a technology change.

For a change to be truly successful, the technology must be adopted by all employees, so an organisation can see a return on investment (ROI). This is not only in a financial sense, but in the development of the toolkit they have at their disposal in order to retain the existing workforce, and also to attract new talent in the future.

Halcyon Process

WIIFM - What's In It For Me?
Halcyon's goal is to connect people and technology through constant reinforcement of 'What's in it for me?' principles and other change management methodologies. This is to ensure that users are clear on the benefits of the technology, whilst being supported along the whole journey.

Halcyon Change Management works closely with key stakeholders within an organisation to firstly determine why the change is taking place, as well as what is expected of senior management

Model the Change
Senior leadership teams within an organisation must demonstrate best practice whilst also acting as

security role models within the business. It is therefore critical to ensure that senior management are kept informed not only about critical dates and milestones of the change, but the justification for the change, and the impact expected.

Tailor the Solution
Our profiling exercise helps determine each team's specific security considerations, pain-points, and workflows. This ensures we can tailor the solution across the business to each individual department. This exercise also helps us to also determine the specific training requirements of each business unit.

Measure Success
Once training has been delivered to staff and we have successfully deployed and supported the rollout of the desired security measures, we offer post deployment statistical analysis and reporting to help track how the measures put in place are working. This information allows us to to not only measure the success, but also to further refine the solution, through follow-up change management activities and training.

Reach out and let's bring your organisation into the future, together.
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Reduce the Risk of Change Rejection

IComm's Halcyon Change Management program not only educates users and key stake holders on the importance of data governance but guides organisations toward security excellence and best practice through customised adoption techniques. IComm have found that client organisations who take up Halcyon Change Management significantly increase their rates of adoption, and greatly reduce the risk of change rejection.

Halcyon Change Management Certification

Our Change Management Team is certified by APMG International, the most reputable global accreditation and examination institute, so you can rest assured that your organisation will be taken through the change adhering to the most current and best practice methodologies

Halcyon Change Management for Data Protection and Governance Deliverables

Introduction to Halcyon Program
- Overview and introduction to Halcyon
- What is Information Protection?
- Executive engagement
- Communication strategy
- Profiling
- Reporting
- Identify pilot users/group (if applicable)
- Q&A opportunity

Executive Sponsor Workshop
- Halcyon overview
- What is Information Protection?
- Agree on why, when, how (Project messaging)
- Role-modelling from executives and management
- Best practices
- Success criteria
- Develop/customise presentation for executive & management briefings

Management Presentation
- Development & delivery of executive briefing presentation with sponsor

- Halcyon overview – why, when, how, expected role-modelling from executives, best practices, and FAQs
- Data protection and governance overview and live demonstration
- Q&A Opportunity

Pre-Deployment Profiling
- Up to 8 department representatives profiled
- 60-minute sessions
- Departmental specific security considerations
- Discover, Classify, Label
- Customised training plan based on results of the profiling activity

Adoption Champions (Introduction to Data Protection and Governance)
- Initial general kick-off: 1 hour (Why, when, how)
- Data protection and governance deep dive and customer specific considerations: 2 Hours
- Eight users per session
- Role modelling behaviours
- Change advocates
- Communications

Awareness Session
- Awareness session in a predetermined common area
- 1 x 4-hour session or 2 x 2-hour sessions
- Ability for all staff to casually ask questions of the Halcyon program and Data Protection and Governance
- Short, sharp, informal demonstrations

Success Criteria
- Post deployment reporting and telemetry
- Security breaches
- Label activity (manual and automatic)
- Percentage of data set (classified and/or protected)
- Visibility of data
- Staff survey

Communications
- Templated communications
- Communications timeline
- Awareness session
- User profiling
- Adoption Champions

Post-Cutover Support
- Adoption Champions post-deployment readiness
- Halcyon Change Management and Adoption Champions 'Walk the Floor' Support - Day 1
- Remote Halcyon support available via 'Halcyon Help' for a specified period