



Leading Organizational Change

Creating a sustainable "change enabled" organization

Farr's currency is the ability to optimize the change process by turning the headwind of resistance into a tailwind of transformation

Whether your organization is mired in an existing transition or planning ahead, Farr delivers effective and practical solutions that rapidly move your organization to its desired future state.

What separates Farr, from other organizational effectiveness consulting firms, is the ability to turn the headwind of resistance into a sustainable tailwind of transition. By uncovering the root cause of resistance, process barriers, and interpersonal dynamic challenges, Farr creates long lasting solutions that enable organizations to conquer current and future change needs.

Farr looks deep into the industry and operational challenges you face, ask questions, and listens intently, to fully understand your business and your goals. Our customization capabilities and wide industry experience allows us to deliver the critical insight that transforms your organization's ability to lead change.

Farr develops the six critical success factors that optimize the speed and quality of complex change

Regardless of the change your organization faces, Farr knows there are six critical success factors that determine the speed and quality of change. While they may seem fundamental, few organizations communicate and execute them well. What Farr Associates does better than anyone is to weave these elements into the fabric of your organization so this and future changes succeed.

- 1 Establish change reason** - Understand and communicate compelling reasons for change
- 2 Create alignment** - Ensure that leadership and the organization is aligned around change objectives
- 3 Remove resistance** - Engage the organization in the change process and communicate expectation
- 4 Include a cross section of people** - Create solution teams to develop robust solutions
- 5 Apply change strategy** - Develop, implement, and apply the change strategy
- 6 Instill knowledge and skills** - Provide the necessary training for the change to be effective

Farr's Solution Process for Effective Change

With Farr, organizations engage in an integrated process that optimizes change efficiency through concurrent activities.



Organizational Change Solution Process

Farr's vigorous project management system, for creating a "change enabled" organization, incorporates four key areas of development: Leadership Team Change Strategy Sessions, Engaging Solution Teams, Leadership Training, and Employee Training. Within each of these development areas, Farr provides the tools and strategies required for effective change, measures progress towards key milestones, and establishes clear areas of responsibilities.

Leadership Team - Developing the Change Strategy

Facilitated by Farr consultants, the organization's leadership team establishes the foundation for creating an effective change process. The key areas addressed by the team include: The development of a fully aligned team, assessing the organization's climate for change, designing a clear change process, and engaging and communicating with the organization about the change process.

Solution Teams - Engaged to Solve the Business Challenge

The use of Solution Teams ensures engagement, commitment, and input from a broad cross section of employees. This in-turn creates higher quality solutions and greater buy-in throughout the organization.

Solution Development Teams are created for the specific purpose of solving business challenges associated with the change. The teams, lead by a Farr facilitator, will gain the decisioning skills necessary to effectively work together to solve logistical and process challenges associated with implementing the change.

Leadership Training - Creating a Smooth Transition

Leaders on the change management team receive training to optimize their impact on other's engagement and productivity. The training provides leaders with high levels of awareness of themselves, others and the situation, which allows them to formulate new and highly effective leadership strategies.

Employee Training - Developing Change Buy-In and Engagement

For employees, impacted by the change, Farr provides a one-day workshop: *Working in a Changing Environment*. This workshop sets the expectations for what the change will look like, how to manage change, contribute to it and provide effective feedback about the change. Designed to create high levels of engagement and reduce resistance that derails change, this employee training is critical to the success of the organization's change efforts.

Why is Farr Associates a Great Strategic Partner?

Tackling the complex dynamics of any team or organization requires a versatile and experienced partner. Farr delivers a unique blend of characteristics that enable us to successfully custom tailor programs and processes which guides teams and organizations to effectively work together and solve challenging problems.

Farr brings to the table a wealth of experience and a sincere interest in helping your team achieve its goals.

This includes:

- Awareness and respect of your existing culture, to effectively move your team toward its desired future state, while preserving those aspects most beneficial to your success
- Developing a thorough understanding of your operational objectives and ongoing business challenges
- The ability to quickly gain credibility and respect from your team members
- Proven ability to produce sustainable qualitative and quantitative results
- Experience and a track record of successfully developing high impact teams and high performing executives, who can lead both strategically and tactically
- Strategic focus, flawless execution, project management, and quality customer service

