Hewlett Packard Enterprise

Change Impact Workshop
Education Services

Accelerate your transformation journey

To be successful for your business, transformation projects need to cover people, process, and technology. The Change Impact Workshop is intended to help you identify obstacles to your people's success in the process, and plan to overcome those obstacles as part of your project.

Some typical problems to solve working with your people in transformation:

- Staff needs to learn and adopt new skills and new ways of working
- New technology operation and maintenance
- New staff roles and responsibilities
- New and refined processes, and new procedures
- New interlock of job functions across staff

A Change Impact Workshop can help an organization plan for change, by identifying the need for:

- Change and communication planning
- Detailed skills assessment
- Activities needed to support the workforce during the transformation
- Workforce development and training activities
- Support for business and IT leaders

In short, a Change Impact Workshop will help an organization to understand what is needed to manage the change process for the people working within a team. Managing this change is needed to help IT people, leadership, and impacted workforces to align, leverage, and extend transformation efforts. We call this discipline Management of Change (MoC) services. Such an engagement always starts with an analysis phase. The core part of this activity is a Change Impact Workshop.

Building blocks of the workshop

In the workshop, Hewlett Packard Enterprise leads your organization's core team, through the following areas:

- Business context: Understand business issues, requirements, and desired outcomes; review current status and capture high-level gaps.

- SWOT analysis: Identify strengths that can be built on, weaknesses that need to be addressed, opportunities especially for quick wins, and threats to success.

- Operational capability: Identify existing capabilities that can support the change; evaluate services and solutions that may need to be changed.

- Assess the gap: Expand and define the issues and gaps identified, especially with regard to people; identify responses and timelines.

- Bridge the gap: Create a high-level MoC strategy; build out the key elements of the roadmap and place the responses in the timeline of the overall program.

Delivery
One-day workshop delivered by two MoC experts:

- Includes preparation like analysis of documentation and pre-workshop survey to be completed by the customer

- Workshop requires presence of key stakeholders of the customer, including an HR representative

- Final report covers findings, recommendations, and high-level MoC strategy

- Workshop can be run as half-day activity for smaller engagements, or be part of other types of Discovery Workshops

Change Impact Workshop— benefits for your business

As a result of conducting a Change Impact Workshop, you will identify what MoC services you need to add, to facilitate the success of your transformation project. In short, adding MoC to your transformation project can help to:

- Reduce the risk of failures or delays

- Accelerate benefits from new technology and training

- Realize more benefit from your technology investment

- Reduce the risk of business disruption

- Raise the morale of company employees

- Increase the competitiveness of your business

- Lower support costs and requirements

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