



# Change Management



## Managing Change for Optimal Results

Implementing a new human capital management solution like SAP SuccessFactors can affect your organization in many ways. Perhaps you are hoping to reduce costs, increase efficiencies, develop consistency across business units or improve employee engagement. Whatever your goal, don't forget that the new system and processes are a change for your organization. Without an integrated plan to help employees navigate the transition between the current and future state, you may be putting the success of the project at risk.

At 3D Results®, we believe managing change from the beginning of an implementation is critical. We've formulated a change management approach that guides you every step of the way to increase the probability of a successful outcome for your SAP SuccessFactors implementation.

### 5 Elements for Successful Change

The 3D Results change management approach addresses 5 elements needed for successful change.

- **Communication** – Ongoing and frequent communication is required to inform people of what will change, the reason for change and how they will benefit. It is also important to inform employees about what they can do to support the changes and the goals of the organization.
- **Training** – Adoption of a new system requires new skills. An investment in training will reinforce your commitment both to your employees and to ongoing business transformation.
- **Support** – The natural extension of training is an enduring support structure that will address end-user questions.
- **Governance** – To manage the evolution of technical and process changes, it's important to establish an organizational decision-making framework to govern how the system will be used to address ongoing business needs.
- **Feedback loops** – Change is an ongoing process that relies on gathering feedback, reinforcing behaviors and measuring results. Developing feedback tools can help ensure the changes are sustained, rewarded and measured.

### Why Choose 3D Results for Change Management?

Our change management services are designed specifically for SAP SuccessFactors implementations. We provide a set of tools and techniques to help your organization build an integrated change plan that addresses the five elements for successful change: communications, training, support, governance and feedback. We offer two levels of support:



**Change Foundations Toolkit** – The kit includes tools for you to develop an integrated change plan and templates to help you create communications, training, support, governance and feedback materials. This do-it-yourself approach is for organizations that have experience in change management, but need a starting place specifically for SAP SuccessFactors.

**Change Enablement Services** – This full-service approach has 3D Results consultants guide you through our change framework and partner with you to customize communications, training, support, governance and feedback materials for your organization.

At 3D Results, our sole objective is the successful adoption of SAP SuccessFactors into your organization. Our experienced consultants will provide the tools and insights you need to manage change.

We deliver Results.

## ABOUT 3D RESULTS

3D Results® provides consulting services for SAP SuccessFactors and IBM Kenexa cloud HCM suites. Our Process on Purpose® methodology ensures a successful implementation, while optimizing business processes and aligning systems with organizational talent strategy. Our experienced professionals offer thought leadership, a consultative style, and a focus on data science. We deliver Results.



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