



OLIVER WIGHT

...leading business improvement specialists who educate, coach and mentor people to lead and sustain change on the journey to business excellence and outstanding business performance.

Cultural Assessment and Change Management

Oliver Wight, a global education and consulting firm, provides executives, human resource professionals and their organizations with full-service cultural assessment and change management support. Our client engagements include manufacturing and non-manufacturing businesses, both domestic and international, of various sizes. Our philosophy is to work together with our client to craft strategies and tactical plans for changing cultural beliefs and behaviors within functions, teams, and organizational segments so that new business approaches and strategies can be integrated and sustained.

Successful process improvement, system change, market shifts, product realignment and leadership change efforts all require specific plans and tactics focused on people and cultural issues. Our business performance specialists are all experienced industry veterans and subject matter experts who employ proven processes and advanced technologies to assess "current state" cultural dynamics and organizational factors, perform "gap analyses" with "desired future state" outcomes, and formulate specific plans to make the transition successful. These plans typically include:

- Identification of internal change leaders
- "Change readiness" assessment and gap analysis
- Organizational/cultural/people change-management plan
- Plan for communicating the change to employees
- Strategies for overcoming resistance and slow response
- Intervention and counsel for key players throughout the transition

contact Shirley Chambliss at Oliver Wight to begin your journey

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together we make a difference