

Change Advisory

Achieve technical and business success



Digital transformation has moved beyond being a buzzword and is now essential to stay competitive in today's business climate. While technical innovation can revolutionize the way organizations operate, the best way to achieve true value and meaningful outcomes is to ensure your people and processes evolve along with the technology.

Keeping employees informed, included, and trained are key to user adoption, people-dependent ROI, and the ultimate success of a project. Preparing for change by building the right competencies, is the best way to enable your data and system modernization projects to yield the most benefits and better meet your business objectives.

Enabling Successful Change

To help our business transformation customers better prepare to transition to their envisioned future state, Hitachi Solutions provides change advisory services that leverage a best-practice change approach adapted from Prosci's ADKAR® methodology. Our services go way beyond just teaching employees about the new technology. They promote new ways of doing business and how to be productive in the new environment.

When change is done right, it has the power to mitigate resistance, speed user adoption, embed internal competencies, and enhance strategic value and ROI.



70% of change programs fail to achieve their goals, in large part due to employee resistance



Mckinsey

Our Change Advisory Services

Led by experienced and certified change management practitioners, our change advisory services drive more successful projects, develop leadership competencies for enabling change, and enhance strategic capabilities for increasing responsiveness. Services include:

Organizational Change Assessment

The Organizational Change Assessment is the foundation for all our change advisory services. It is designed to evaluate organizational readiness, risks for the change, and impacts to employees. Assessment findings are used to develop a best-practice approach to lead your employees through the transition and into the envisioned future state of the organization.

Adoption Readiness

Adoption Readiness includes the organization assessment and best-practice approach, as well as a detailed training plan, communication plan, and sponsorship roadmap. Adoption Readiness is not a one-size fits all solution, but is tailored for the unique needs of your organization and includes specific plans to enable a smoother, more successful transition.

Change Advisory

Beyond the assessment and readiness benefits, Change Advisory focuses on reinforcement and sustainability. An experienced and certified change practitioner will be embedded into the team for the life of the project. They are there to guide, advise, simplify, and support leadership teams and stakeholders through complex changes – to improve performance and accelerate change success.



THE VALUE

- Drive more successful change
- Reduce employee resistance and negativity
- Amplify value and benefits
- Improve organizational change competency



THE PROOF

- Research-based, best-practice approach and methodologies
- Right-sized, customized services
- Experienced and certified change practitioners



THE OUTCOMES

- Implement change, not just install technology
- Increase project success metrics
- Reduce risk and achieve faster time to value

Guaranteeing More Business Value

Business transformation brings about changes to the way people work, increasing the people-dependent portion of the project ROI. To realize the most value from your innovation initiatives, comprehensive change management needs to be a strategic part of every project.

Our change advisory practice was born from the lessons learned and best practices gained from working with thousands of clients in many industries. You can rely on Hitachi Solutions because:

- Our change advisory team is skilled in adult learning, instructional design, and training. They also have a deep understanding of organizations and the people side of change initiatives — giving them the ability to capture and articulate the WIIFM (What's in it for Me) for impacted employees.
- We take a practical and structured approach to change, built on our experience and expertise, that incorporates research-based, industry best practices.
- We go beyond just installing new technology — we help your organization navigate people, process, and technology changes that improve the way you do business and deliver more impactful results.



Research has found that projects **with excellent change management are 6 times more likely to meet objectives** such as faster user adoption, minimal resistance, and increased strategic value and ROI.



[*Prosci*](#)


Why Hitachi Solutions?


We have been implementing data and business system modernization solutions for nearly two decades and bring our experience and expertise to every project. The Hitachi Solutions difference includes:

- Developing a long-term, strategic partnership with the customer leadership and project team to drive growth through, and with, your people
- Transferring valuable knowledge and advice to customer, to increase internal change management capabilities and competencies for future projects
- Talking the talk and walking the walk — embedding innovation, collaboration, and agile principles in everything we do
- Having deep technical and functional knowledge and industry expertise and maintaining a strong, strategic relationship with Microsoft

Boost the benefits of your transformation initiatives and drive more successful change with **Hitachi Solutions Change Advisory**.

Get started today!

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