

OUR EXPERTISE

CHANGE AND TRANSITION MANAGEMENT

WHAT WE DO

Alithya offers change and transition management services, putting its expertise to work for you to contribute to the success of your projects. Our advisors intervene at the strategic, tactical, and operational levels based on your project needs:

- Diagnosis of the change
- Development of strategies and plans
- Coordination of activities
- Change leadership support
- Internal and external communication
- Training, development of materials, and task coaching
- Process optimization and documentation
- Adaptation of structures, teams, and competency profiles (HR)
- User trials and acceptance tests
- Development coaching and transfer to maintenance coaching
- Post-implementation in-field support
- Efficiency measures, learning curve management, and change impact monitoring

OUR DIFFERENCE

Our team of expert advisors can intervene effectively in support of your projects by providing:

- Practical knowledge of the main methodologies and best practices in change and transition management
- An ability to respond in different contexts in a manner consistent with the change to be implemented
- Expertise in implementing business and technological solutions, including software packages, development, technology infrastructure, etc.

OUR AREAS OF INTERVENTION



FINANCE



HEALTH



TRANSPORT



PUBLIC SECTOR



TELECOMMUNICATIONS



INSURANCE

OUR APPROACH

The quality of our approach is based on our ability to balance needs and methods, backed by recognized methodologies and toolboxes. It is founded on the following principles:

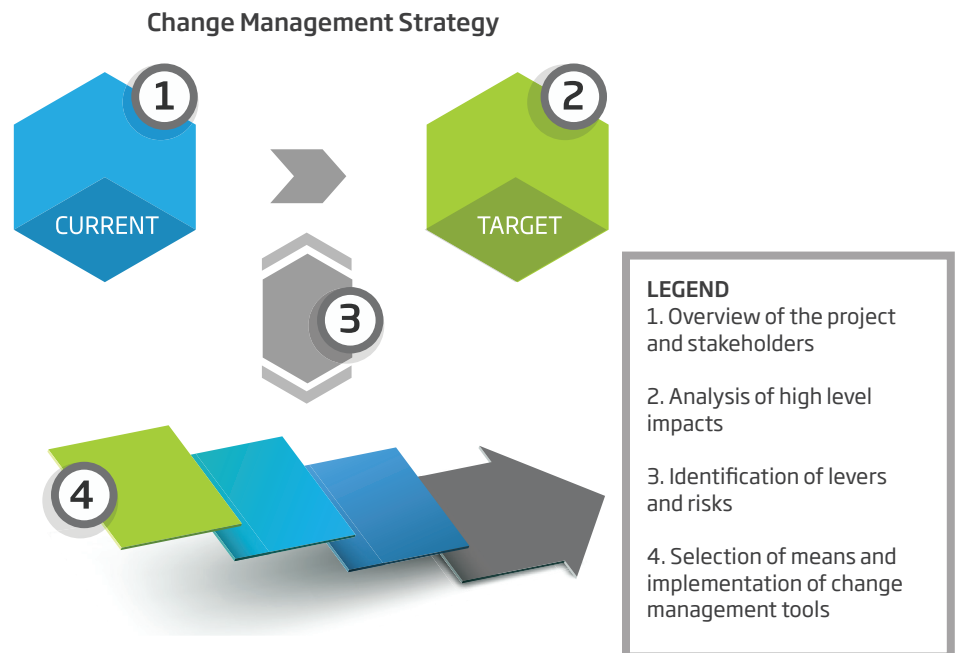
- Matrix-based coordination of change management and operational efficiency initiatives, tailored to the number of contributors and sectors affected
- Proper planning of work and the sequence of actions to be taken for efficient operationalization

CHANGE AND
TRANSITION
MANAGEMENT

- Ongoing collaboration with all managers in affected sectors
- Designation of champions or facilitators on stakeholders' teams
- Consistent fit between tools and the organization's preferred methodology
- Adaptive and progressive strategy, taking into account project pacing and rollout strategy specifics
- Constant, shared consideration of clients' point of view
- Creation of a real ability to measure efforts invested as well as the results of changes

OUR PROCESS

The Alithya process adapts to your project, no matter what phase it is at (feasibility, design, execution, or implementation). The following steps guide our change and transition management process:



TO LEARN MORE ABOUT OUR
UNIQUE OFFER, VISIT OUR WEB SITE

