

Managing the People Side of Change



At Alithya, we strongly believe that successful organizational transformations are about people and should focus on people from the very beginning. That's why we've put together a multi-disciplinary team of organizational development consultants, leveraging their combined expertise to support organizations as they **manage the people side of change**.

At Alithya, We Help Our Clients:

- > Manage transformative projects or initiatives.
- > Develop the organizational capabilities they need to better react to a constantly changing environment.
- > Develop a change management methodology and language along with tools that are specific to their organization.
- > Build the management skills they need to manage transitions.

"70% of transformation programs fail to achieve their goals because of the human element, i.e., employee resistance and management behaviours that do not support the change."¹

- > Technology changes
- > Digital transformation
- > A new organizational structure
- > New work methods
- > Business process re-engineering
- > Workspace reorganization
- > Business mergers or acquisitions
- > Cultural shifts
- > A new performance review process
- > Delivery of small- or large-scale projects

These are all cultural changes that no organization should take lightly.

Our Areas of Expertise

- > Change management
- > Leadership development
- > Skills development
- > Training
- > Work organization
- > Collaborative culture development
- > Communication
- > Team consolidation

When you work with Alithya to support your strategic goals, you're tapping into cutting-edge business analytics, change management and information technology expertise to successfully transform your organization.

We use Agile project management methods and train your managers to manage transitions so you can achieve buy-in and drive long-term employee engagement.

¹ McKinsey analysis (2011)

Contact Us

AS A NORTH AMERICAN LEADER IN STRATEGY AND DIGITAL TECHNOLOGY, Alithya designs and builds innovative and efficient digital solutions for business challenges. Our clients cover a large spectrum of sectors including Banking, Investment and Insurance, Energy, Manufacturing, Retail and Distribution, Telecommunications, Transportation, Professional services, Healthcare and Government. Our 2,000 professionals in Canada, the US, and Europe combine pragmatic understanding and creative thinking to structure and streamline intricate operational ecosystems, help transform their businesses, and drive their growth every single day.

alithya.com | sales@alithya.com | 416 932-4700 | 514 285-5552