



Change Management for Midsize Projects

Tailor-made change management activities for your project

We support your change management activities – from a comprehensive analysis of your project to professional planning and implementation tailored to your needs up to evaluation.

Midsize IT projects such as the implementation of a new IT system (e.g. a new Office version) mainly apply to large and medium-sized companies.

Even when the number of affected target groups is small, an implementation project often results in far-reaching changes and greater consequences than expected for the stakeholders. Affected individuals have to be made aware of the need for changes. In addition to this aspect, practical preparation for technical changes through information and training is required as well. Last but not least, a variety of interests within the company often have to be taken into account. While change management activities have to be tailored to the individual business, the

approach and scope can be planned.

People in the center of change processes

You will encounter supporters in the course of a project but most likely also experience rejection and criticism of the planned changes. Adequate change management is indispensable in order to take various groups into account.

Inadequate change management can lead to significant reductions in productivity. Significantly lower costs can be expected from suitable activities and concepts that alleviate this effect. Implementing change management can therefore be profitable in every way.

Your advantages

- Professional change management
- Neutrality and an outside perspective
- Avoiding lost productivity
- Acceptance of your project
- Investment protection
- Greater employee satisfaction and motivation
- Improved project marketing
- Limitation of project risks
- Translation between IT and non-IT
- Knowledge transfer and information sharing
- Freeing up internal resources

Project characteristics

- Project example: Microsoft Office implementation
- Project duration: 2 - 9 months
- Project budget: approx. EUR 200,000 - 300,000
- Target groups: few

Our services

- Analysis 3 PD*
- Planning 2 PD
- Implementation } 0.2 - 1 FTE**
- Evaluation }

* person day
** full-time equivalents

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Successfully mastering changes with Sycor

With us you have the right partner by your side. We provide professional and efficient support during your change process. Based on a comprehensive analysis of your company and project situation, we work with

you to develop a communication plan and implement effective change management. We ensure an adequate flow of information and the transfer of knowledge within and outside the project organization without losing sight of your goals.

Checklist for midsize projects

- Does your project result in process or technical changes for employees?
- Does the project result in significant changes?
- Are there persons within your organization that have a critical attitude towards the project, or are you even facing rejection?
- Did you have to overcome project crises in the past resulting from inadequate communication, conflict situations or a lack of acceptance?
- Do the participating and affected persons have differing information needs and are various communication methods needed?
- Would you call this a midsize project?
- Do you require technical expertise for the analysis, planning, implementation and evaluation of change management activities?
- Would you like to have the support of external consultants with their experience?