The AGILIS approach to Change and Transformation

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Change and Transformation – what does it mean?

The concept of Change is as vast as it is complex and has been a recurring issue for decades. Change can affect one or several parts of the organisation, as well as the whole organisation and all its stakeholders.

The term "transformation" refers to a sequence of changes to achieve strategic goals that can also evolve over time. In a highly competitive market, this ability to continuous transform is critical and leads to a competitive advantage.

The importance of developing your capacity for change

When we know that **60 to 70% of transformation initiatives do not reach their objectives**, the need for a high level of change capability seems obvious for any company that wants to stay in the game.

Overcoming resistance		Keeping up with the dynamic world
Keeping up with the stake-holders' needs	Seizing opportunities to grow	Improving the brand reputation

Furthermore, the rapid development of technology and markets forces companies to be highly adaptable if they want to be not only superior, but successful in the long term. This affects all levels and all stakeholders.

On one hand, having a high capacity for change enhances a company's reputation and sends a strong message to all its stakeholders about its ability to create and capture value. On the other hand, it allows for better management of the resistance that occurs in a change project and thus, increases its success rate and speed.
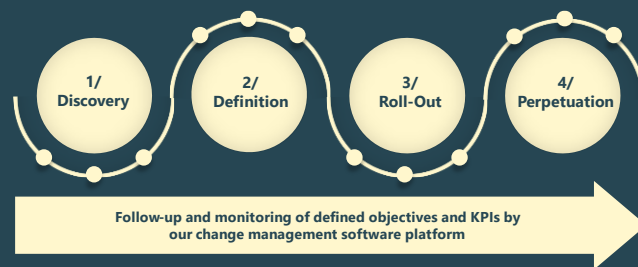
This capacity is materialized by:

- The identification of the need for change
- The capacity to mobilise resources to carry out change
- The ability to reunite people behind the change
- The identification of obstacles and resistance and the ability to cope with them
- The execution and proper management of change

What is the AGILIS approach?

It is important to know that our approach is based not only on solid experience, proven methods and a high level of expertise but also on the right balance between having a **strong business case and a humanistic approach**.

In addition, each project conducted by AGILIS emphasizes on co-creation and the selection of the right tools depending on the needs and context of each customer.

If we consider transformation as a succession of changes, then each change project respects the following pattern:

1/ Discovery   2/ Definition   3/ Roll-Out   4/ Perpetuation

Follow-up and monitoring of defined objectives and KPIs by our change management software platform

During the first step, relevant data is collected through various means. Then, an analysis of the data is performed to obtain a clear and sharp business case, as well as an overview of the internal ecosystem.

The second step - maybe the most important one in any change project – consists of a close collaboration with the client to elaborate the appropriate change plan. AGILIS provides all necessary methods, data, and tools to set relevant objectives and KPIs. Change ambassadors may also be engaged.

The third step is related to the implementation of the change at the relevant locations and sections. AGILIS also provides support for the adaptation of processes and ensures that the change is lived and promoted by all.

Finally, during the last step, a specific emphasis is placed on the preservation of achievements, with the aim of initiating a virtuous cycle. It is also during this phase that the ability of the company to conduct change is augmented and secured.

The common denominator of all these steps is culture. At AGILIS, we strongly believe that a well-managed corporate culture is the pillar for a successful implementation of any change.

A Framework for successful transformation

The framework-based approach ensures the link with the strategy and all concerned areas of the organisation. Our holistic yet detail-aware view ensures that **change is happening for good.** Progress and impact are measured on an ongoing basis and the promises of the business case are kept.

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