



# TECHNOLOGY ADOPTION ACROSS THE ENTERPRISE

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KPIT Global ALM Delivery Manager

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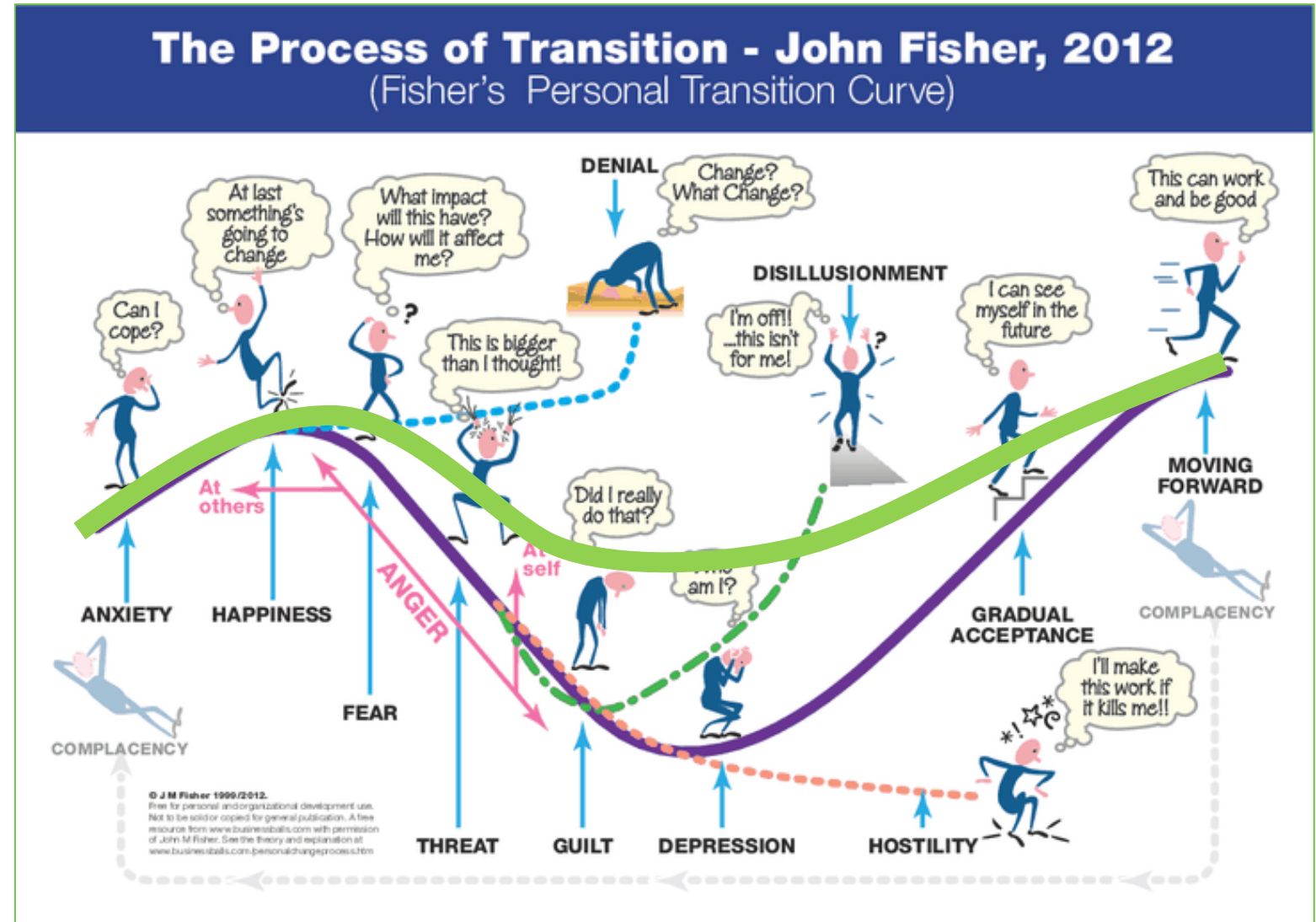


# WHAT IS OCM?

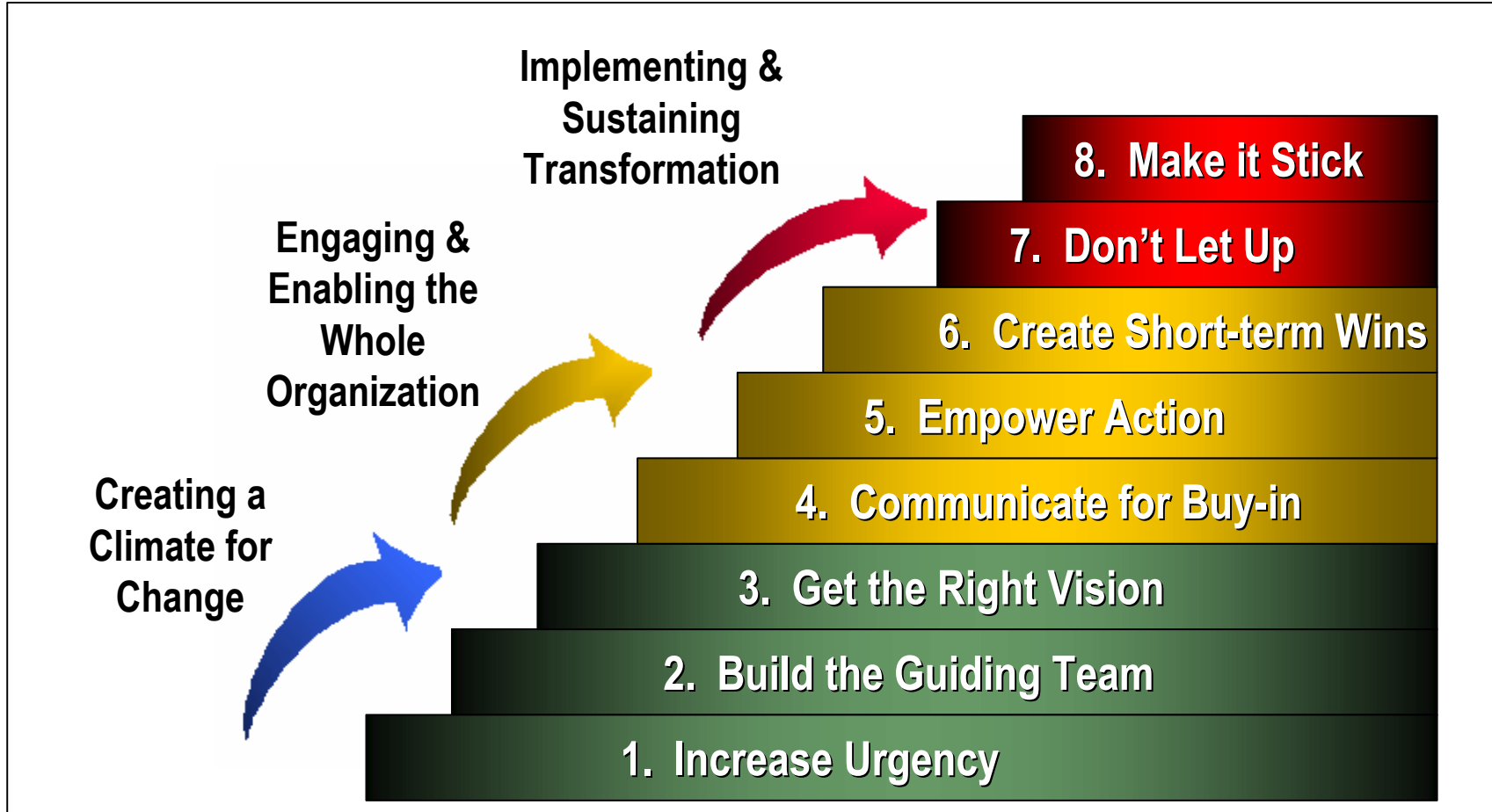
Organizational Change Management is an approach to transitioning individuals, teams, and organizations to a desired future state.

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From the start of the project, **Communicating** to how do we **stakeholders** to reduce their **fear**, and **the** of the **project** by the **change**. **Training** them, and **Supporting** them through their transition to the new ways of working



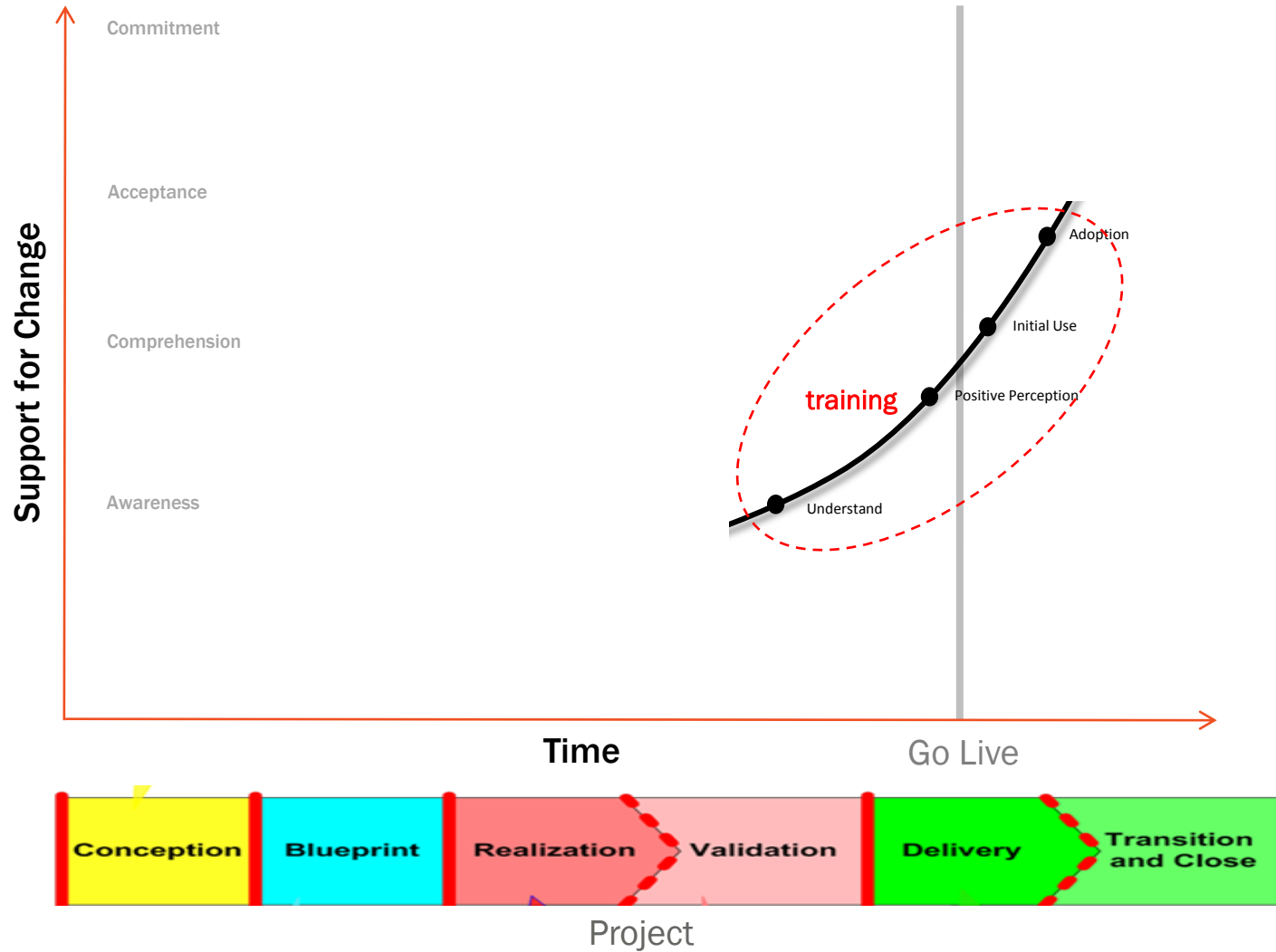
# BUILDING SUPPORT FOR CHANGE



Kotter, John P. and Cohen, Dan S. The Heart of Change. Boston: Harvard Business School Press

# TRAINING

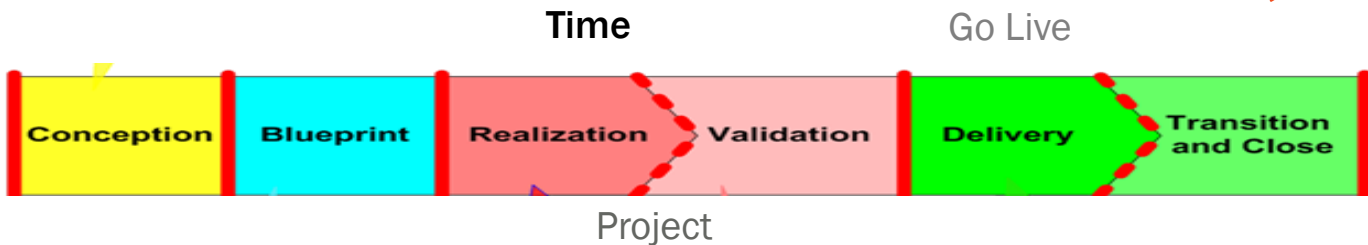
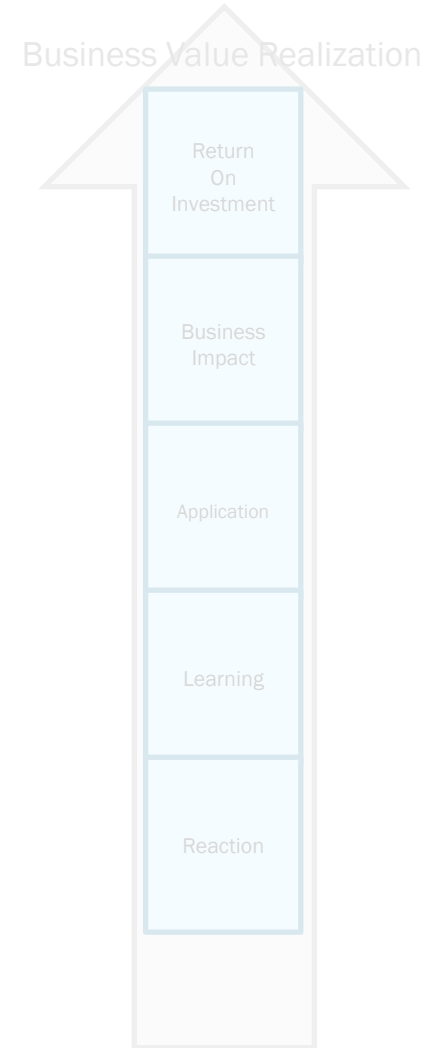
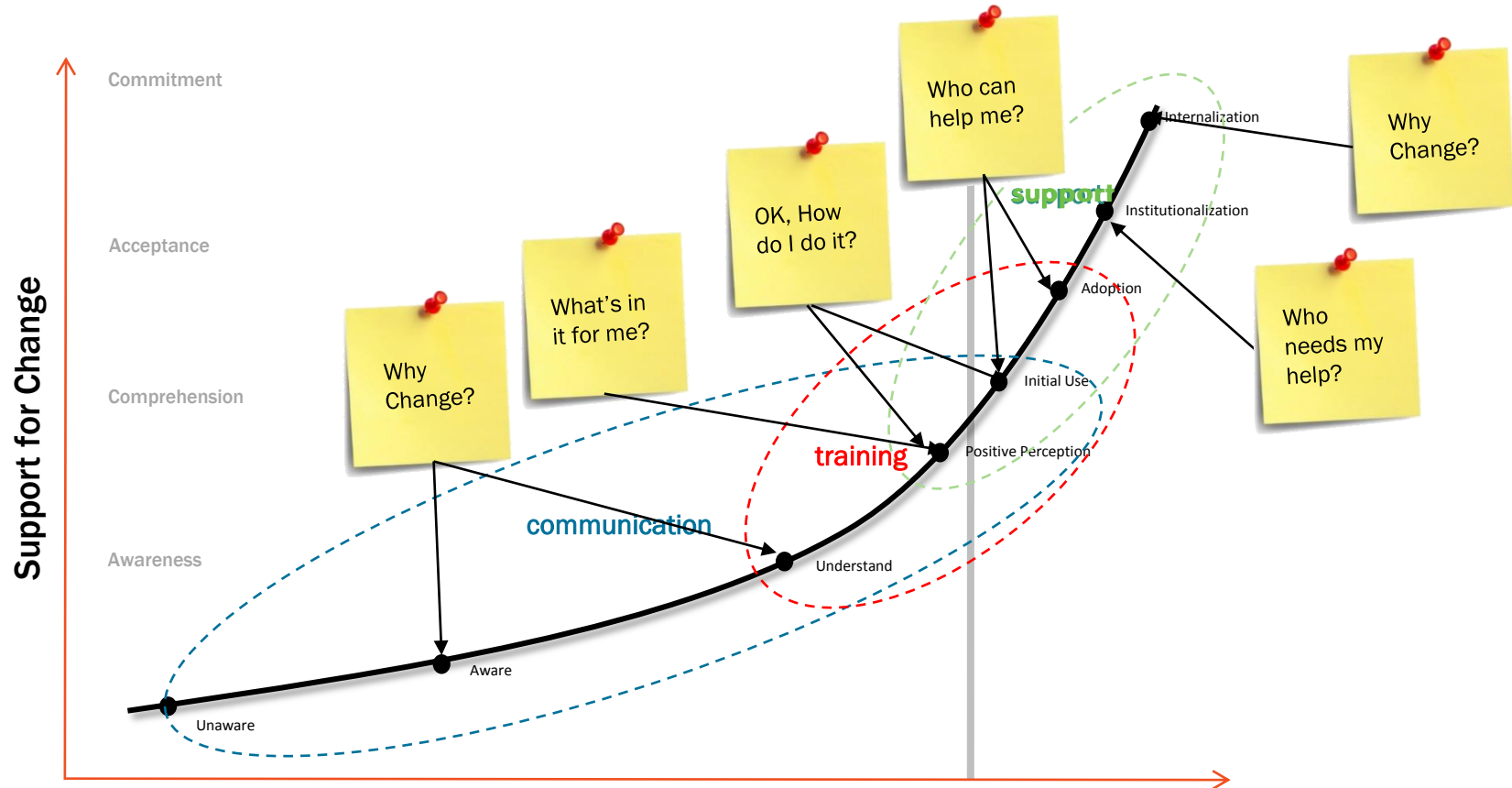
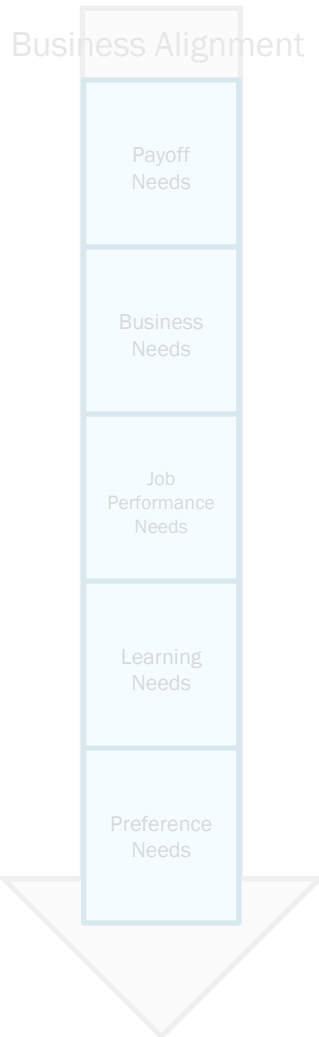
- Common Practice: Train the users (i.e. End Users) just before Go-Live and provide some Go-Live Support



# ORGANIZATIONAL CHANGE MANAGEMENT (OCM)

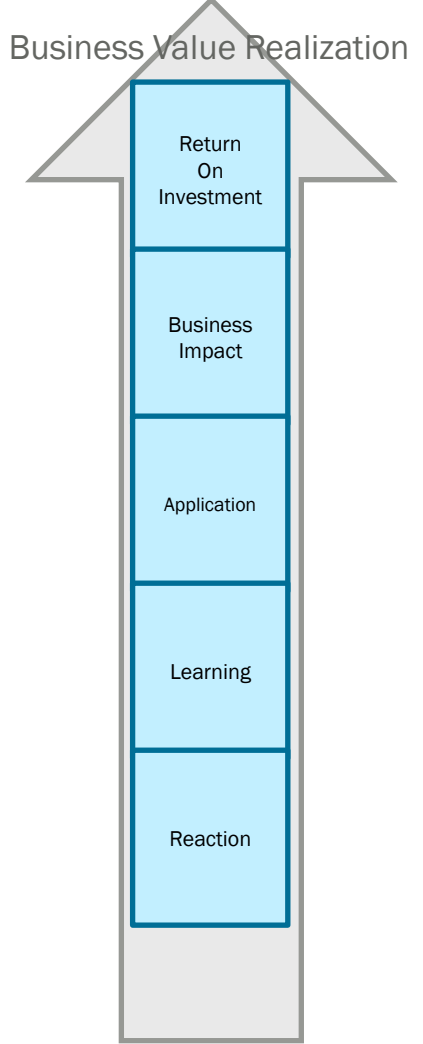
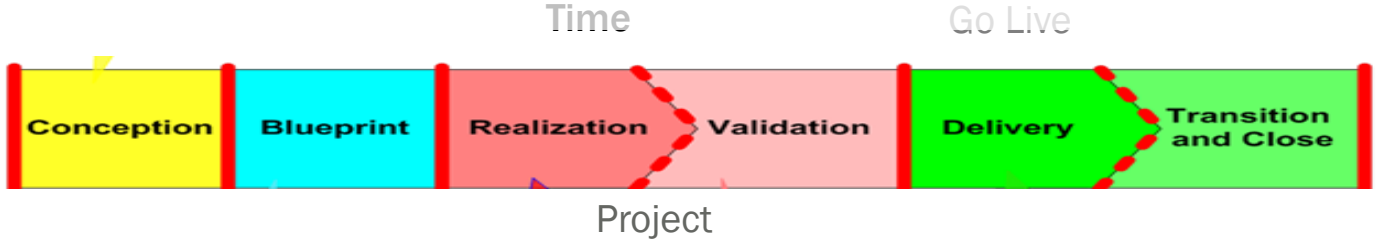
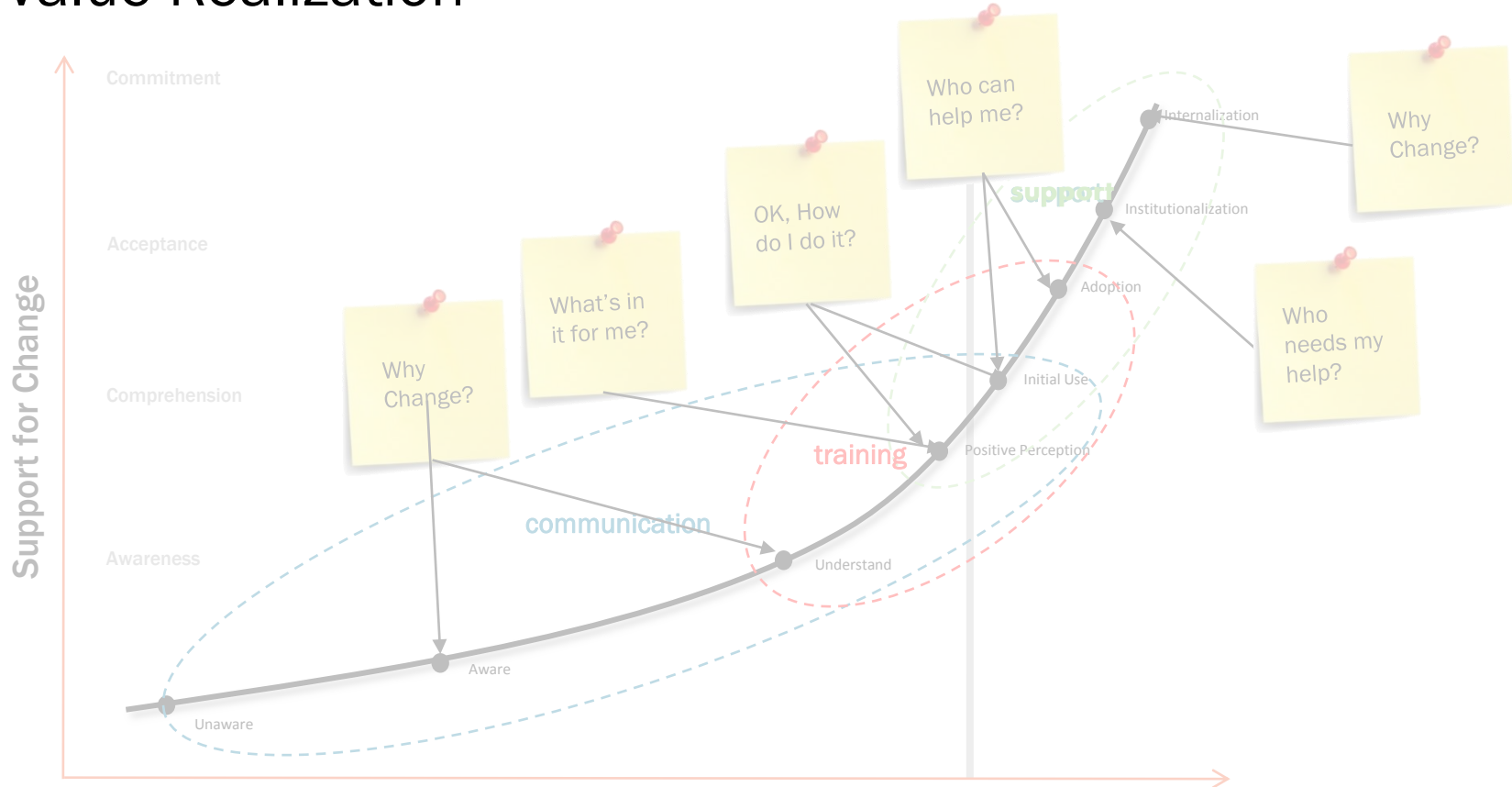
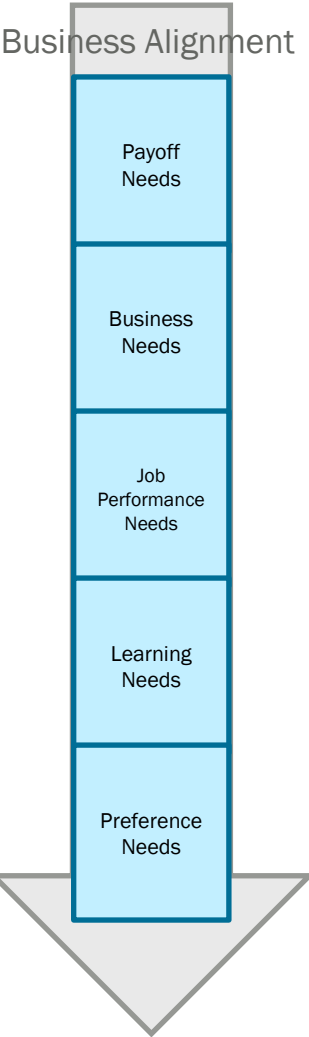


- Considered “Best Practice” in the consulting industry

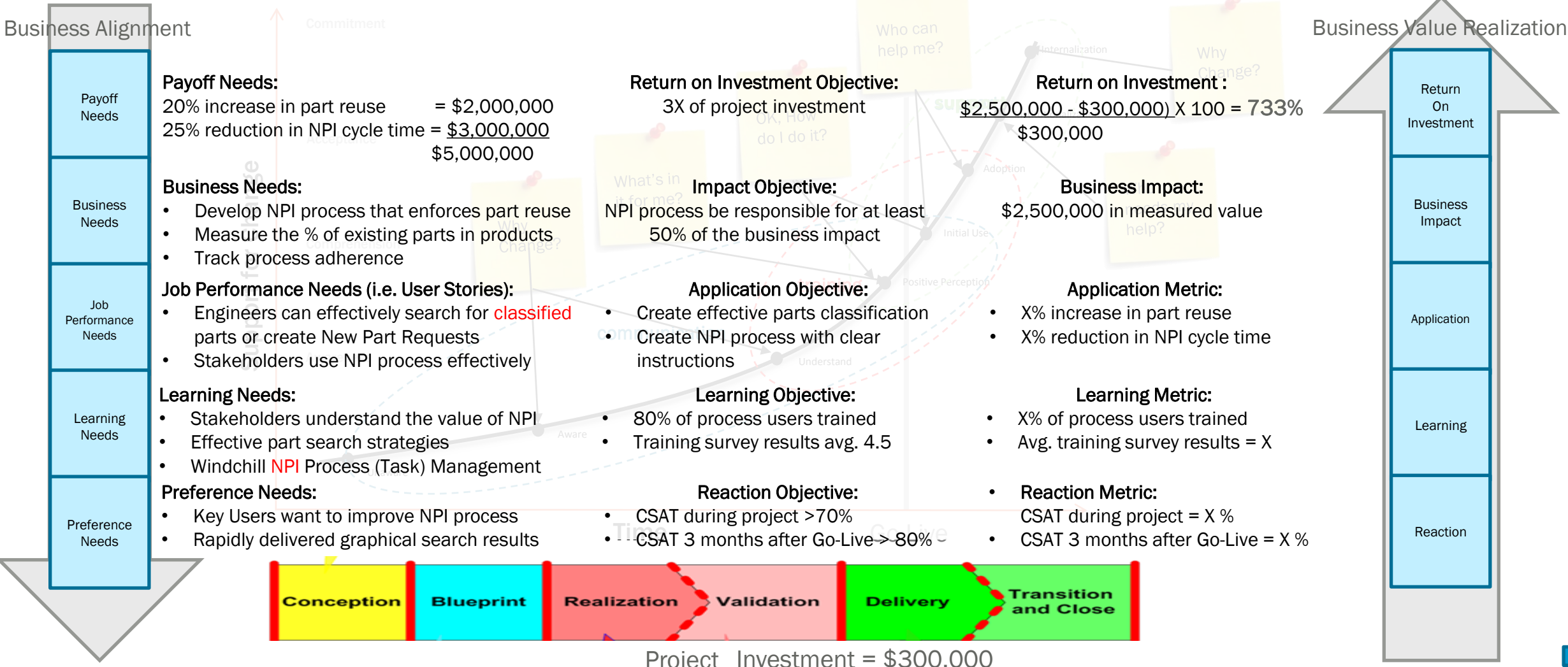


# Combine Hard Dollar Quantitative Rigor with Qualitative Organizational Change: Gives the Executives what they really want

- Business Value Realization

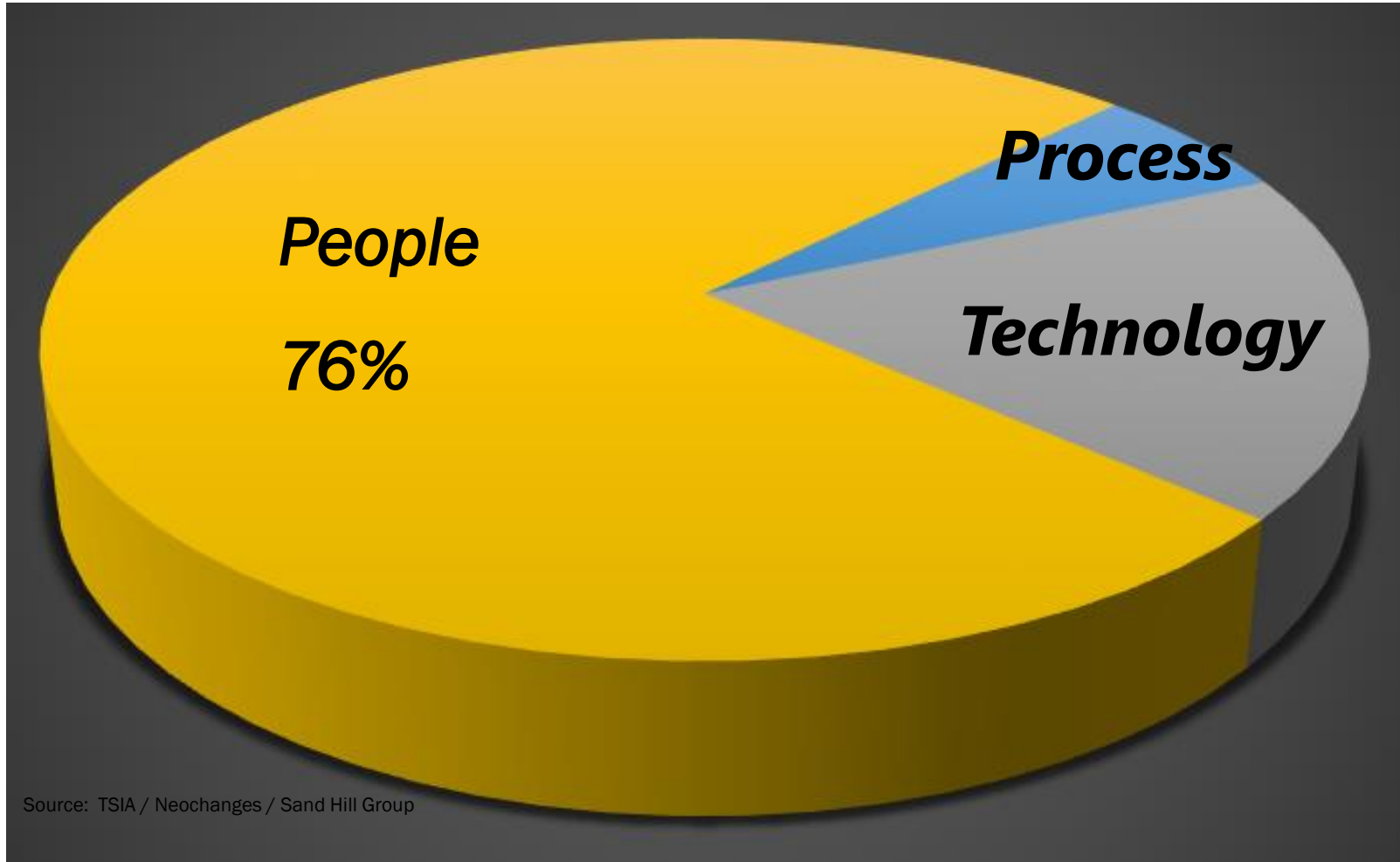


# Example: KPIT approach to a New Part Introduction Process






- Survey: Factors affecting value realization



*Value is only realized when the technology is utilized*

A green and yellow triangular graphic pointing downwards from the top left corner.

# SUMMARY: SUCCESSFUL CHANGE

A blue, yellow, and pink triangular graphic pointing upwards from the bottom left corner.

- Tools without adoption give no business value - Invest the time for full OCM
- Most adoption failures are caused by resistance to change and lack of knowledge rather than lack of the tool itself
- Projects that do not follow OCM have much lower success rates and slower time to value
- Invest in a partner that understands OCM and has experience applying OCM to organizations

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***KPIT***

THANK YOU

The image features several colorful geometric shapes, including triangles and lines in shades of blue, green, yellow, orange, pink, and purple, scattered across the background. A large, multi-colored triangular shape is prominent on the right side.

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