



Change Management

Driving People-Centered Transformation

Organizations do not fail at transformation because of strategy. They fail when change is not adopted.

Organizational Change Management (OCM) enables institutions to realize the full value of their investments by accelerating adoption, reducing disruption, and building lasting organizational capability. At Attain Partners, we help clients translate change into action by ensuring people are ready, willing, and equipped to succeed in new ways of working.

Our approach increases an organization's ability to navigate complex change by engaging leaders, managers, and employees at every level. The result is faster adoption, stronger alignment, and more sustainable outcomes.

Without a structured approach to change, organizations often face:

- ▶ Misalignment on the urgency and value of change across leadership and staff
- ▶ Competing priorities across departments that slow progress
- ▶ Resistance driven by uncertainty, loss of control, or change fatigue
- ▶ Increased conflict and reduced productivity during critical initiatives
- ▶ Difficulty sustaining new behaviors after implementation

Why Organizational Change Matters

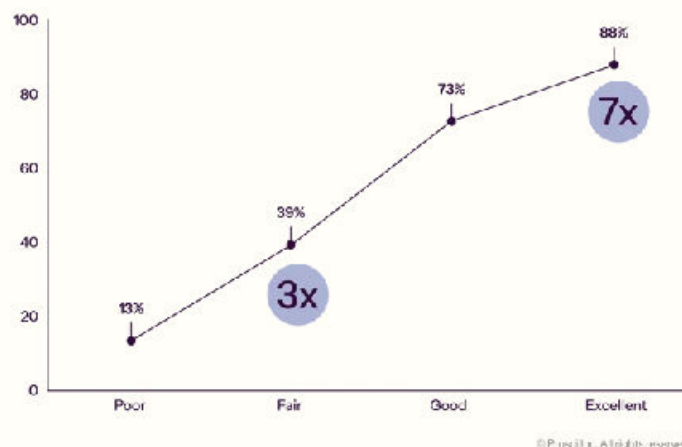
Effective change management is a critical driver of successful transformation. Organizations that invest in OCM are more likely to achieve their objectives, realize benefits faster, and sustain outcomes over time.* Key drivers for deploying OCM include:

1. **ACHIEVING BETTER OUTCOMES** Structured change management increases the likelihood of meeting project objectives and realizing intended benefits.
2. **MANAGING THE PACE OF CHANGE** Organizations are experiencing more frequent and complex change. A consistent approach is essential to keep pace and maintain performance.
3. **REDUCING THE COST OF FAILED CHANGE** Poorly managed change leads to delays, rework, and lost productivity. A disciplined approach minimizes these risks.
4. **ALIGNING WITH ORGANIZATIONAL VALUES** Organizations that prioritize their people must invest in approaches that support adoption, engagement, and long-term success.
5. **PREPARING FOR THE FUTURE** Sustained success requires the ability to continuously adapt. OCM builds this capability across the organization.
6. **CREATING CONSISTENCY AND EFFICIENCY** Standardized approaches to change improve coordination, reduce duplication, and increase effectiveness across initiatives.
7. **BUILDING INTERNAL CAPABILITY** Change management is a critical organizational competency that strengthens resilience and long-term performance.

Organizations with effective change management are significantly more likely to meet or exceed their objectives, reinforcing the importance of investing in OCM early and throughout the transformation lifecycle.

*<https://www.prosci.com/blog/why-change-management>

Correlation of Change Management Effectiveness With Meeting Objectives



The 12th Edition of the Prosci Best Practices in Change Management research report consistently shows that initiatives with excellent change management are seven times more likely to meet objectives than those with poor change management.

How Attain Partners Delivers Change Management

Attain Partners delivers Organizational Change Management through an integrated, outcome-focused approach that aligns people, processes, and technology to achieve measurable results.

OUR APPROACH

We structure our services across four core pillars:

Align and Mobilize

- ▶ Establish clear direction and activate leadership to drive change.
- ▶ Change strategy and roadmap
- ▶ Leadership alignment and sponsor engagement

Engage and Prepare

- ▶ Build awareness, readiness, and commitment across stakeholders.
- ▶ Stakeholder analysis and change readiness assessments
- ▶ Communications and engagement planning

Enable Adoption

- ▶ Equip employees with the knowledge and tools needed to succeed.
- ▶ Change impact assessments
- ▶ Training strategy and delivery

Sustain Outcomes

- ▶ Reinforce new behaviors and measure success over time.
- ▶ Coaching and resistance management
- ▶ Adoption metrics and continuous improvement



WHAT SETS ATTAIN PARTNERS APART

Attain Partners focuses on delivering measurable outcomes, not just activities. Our approach is designed to ensure your organization achieves the intended return on investment. We differentiate through:

- ▶ Integrating change management directly into program and project delivery
- ▶ Applying proven methodologies, including ADKAR, tailored to each client environment
- ▶ Establishing metrics early and continuously measuring adoption and success
- ▶ Bridging the gap between technical teams, functional leaders, and employees
- ▶ Supporting mission-driven organizations across education, nonprofit, healthcare, and government sectors

EMPOWERING TRANSFORMATION

Attain Partners is a leading management, technology, and compliance consulting firm dedicated to advancing client missions. We help organizations navigate complex change, improve performance, and deliver lasting impact.

Not just powering the future—empowering it.

Attain Partners is a leading management, technology, and compliance consulting firm delivering services and solutions to advance client missions across the education, nonprofit, healthcare, and state and local government landscapes. We're an innovative and values-driven firm working to disrupt the status quo to change the world and improve the lives of those we serve.

For more information, visit AttainPartners.com.