

What Change Management Associates Does For Companies

The COVID-19 pandemic and the shutdowns it brought with it have transformed the economy and influenced countless changes in business practices. In this turbulent time, smoothly transitioning your company to new leadership or ownership is more important than ever. Change Management Associates can aid you throughout the changeover process to ensure your company can flourish during the transition and following the passing of the baton.

Throughout the pandemic, businesses have faced new challenges. For example, many have had to learn how to function with their employees working remotely. Other companies have also struggled to retain their employees as many are leaving their positions, unhappy with a return to the job market traditionally.

Navigating a leadership change is difficult already. Doing so in a changing business world is a daunting challenge. Change Management Associates will ease the stress and walk you through all of the changes ahead, step by step.

Emphasizing the Individual

Change Management Associates helps your company manage transitions successfully by involving people in all levels of your organization. Understanding and focusing on the importance of the human factor throughout a transition is crucial to effective change. Companies are made up of individuals, each with their own unique beliefs and worldview.

Maintaining a positive, empowering environment for employees results in a prosperous, flourishing business as well. We are experts in guiding companies looking to transition to the next generation, whether to family members or current employees. Our process can help your successors hit the ground running.

We Focus on YOU

Change Management Associates takes a personal approach by assigning your company an executive coach. Your coach will assess the current status of your business, seek to understand your goals, and develop a plan to help you achieve those objectives. Our coaching process encourages individuals or teams through an exciting journey of self-examination and growth.

Our programs are customized to best fit each individual executive or team to suit your organization's business goals. We do not coach the theoretical. Instead, our coaches identify current areas of concern and guide your leaders and employees to a solution in real-time.

Change Management Associates aims to change stagnant mindsets. Instead of merely identifying a problem and setting out to fix it, we embolden companies to reach for new possibilities and take their companies to new heights. We focus on providing your leaders the ability to analyze and meet the needs of workers so that they can be as productive as possible.

We do not have a set recipe but instead adapt to each person and situation to guide everyone together to pursue a common goal. As a result, our clients have seen real-world results of this personalized work in increased market share, productivity, bottom-line profitability, collaboration, and a much-improved customer experience.

Reframing mindsets by addressing current thinking and any negative behaviors, beliefs, or habits and transforming these thoughts into positivity and motivation makes a world of difference. We are here to assure you that your company can witness progressive changes in the form of prosperity as well.

You Can Trust Us With Your Future

Change Management Associates has coached executives to success for over 40 years. Our coaches accelerate change and inspire the desire to raise the performance bar by providing leaders with guidance and tools for growth.

We go above and beyond, teaching the coaching skills we utilize so that your leaders can implement the techniques themselves for years to come.

Our Process In More Detail

Our process has survived the test of time. It has proven its success over and over again. We begin with individual assessments and feedback sessions. Our coaches then identify needs and gaps. Next, we formulate a development plan. Finally, we employ ongoing coaching sessions to produce successful behavioral and organizational outcomes.

We teach people flexibility, adaptability, innovation, and the ability to improvise. As a result, those we coach gain a renewed, fresh passion for their work, and their newfound energy translates into more output and success for the business.

Coaching Styles

Our coaches are well versed in various coaching styles and are skilled in knowing which will best fit each individual we serve. Our coaching focuses include:

- **Competitive Advantage Consulting and Coaching**
In this focus, we teach executives how to stay ahead of the curve in their niche, and also how to promote results.
- **Stretch Assignment Coaching**
This coaching style teaches executives who undertake critical assignments with intense expectations how to build themselves a safety net.
- **Coaching High-Potential Executives**
Our experienced coaches can impeccably identify and support executives who can be or already are positioned for future growth in an organization.
- **Coaching Performance Issues**
Change Management Associates coaches are here to help wherever your business is experiencing performance issues. We guide your team to success by providing focus, support, and strategic business knowledge to your executives.
- **Developing Leadership Skills**
Conflicts negatively impact organizational culture and performance. Therefore, we coach your personnel to strengthen emotional intelligence and interpersonal skills so that your work family can function seamlessly and resolve future conflicts on their own. This maximizes the time and energy available to spend achieving your company's goals.
- **Team Coaching**
Team coaching helps your divisions build trust and teaches your people how to quickly communicate the best ways to support each other through high-stress situations when response time is critical.

Final Thoughts

The world is changing, and employment practices with it. Therefore, it is important to harness a smooth transition to new leadership to ensure your business' success for decades to come. We at Change Management Associates know that the way to make your company thrive is by inspiring your personnel and motivating them to help you reach your goals by making it their individual goal as well.

Change Management Associates's various coaching styles are tailored to help your company facilitate both reactive and proactive change. Proactive change is especially powerful because it solidifies your foundation and sets new goals for the future of your business.

Let Change Management Associates support you through a transition to new leadership and aid you by providing strategic planning and implementation methods, delivering stellar executive coaching, and imparting essential leadership development skills. Grow to be visionaries with us and experience the breakthrough results!