

WEITSICHT • WERTSCHÖPFUNG • EFFIZIENT • EFFEKTIV

# Change Management of W+W for successful digitization projects.

Special advantages for IT implementations. 100% success.

W+W Consulting GmbH has recognized, that every transformation and digitization project comes along with a change. If companies change, processes change, roles change, tasks and responsibilities of employees change. We support our customers in creating a sense of urgency for the change, building a leadership coalition, developing a vision and communicating transparently, training the employees and permanently anchoring the change.

While participating in your project, we always keep an eye on your entire company and therefore use three parameters for change.



**Process**

With the help of an actual admission of your processes and subsequent design of the concept, we can identify all procedural changes by day one. Based on that, we can derive corresponding measures for your company structure and your employees. This happens in phase 0.



**Structure**

With Phase 0, or based on the project decisions you have made so far, we can derive an informed recommendation for your future organizational structure and implement these changes together.

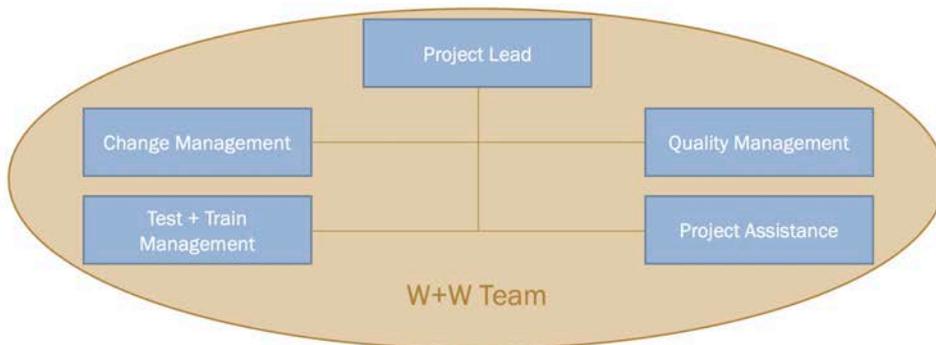


**People**

No matter if there are procedural and/or structural changes in your company, employees are always affected. Often the human aspect is neglected, although that is the most difficult and important task. Consequently, we accompany the project with special measures for your employees.

**The W+W team**

For the hard change, which deals with the change of processes and structures in your company, experienced project managers are available, who have successfully managed several digitization projects and IT implementations. We can proudly point out, that we have not yet had to cancel a productive start. We complete the project team with our experienced process and/or quality managers and test & train managers who guide the training of your users and ensure the necessary safety. In addition, the project assistant supports the project management in reporting and other organizational tasks and ensures that the tasks are processed on time and that the documentation is up to date. The soft change can be accompanied by a specialized team, that covers effective group and individual interventions for the sustainable design of the change.





### The Project Lead

Responsible for the hard change

**Dr. Joachim Weinbrecht**

Senior Consultant



### The Change Management

Responsible for the soft change

**Svenja Dederichs**

Senior Consultant

- Organization / reorganization consulting
- Project Lead and Project Management
- Change Management
- Risk manager in large projects
- Process Management, optimization
- ERP specialist, especially direct value creation processes
- Turn-around of ERP implementations
- SAP experience for more than 25 years
- Meat and food processes with SAP
- Leadership experience
- HRM specialist
- Leadership and Change Management
- Coaching, consulting and mentoring
- Moderation of workshops
- Executive coaching
- SAP know-how
- Strong communication + negotiation skills
- Reorganization and change projects
- Projects of organizational and strategy development
- Leadership experience

#### Personal information

Born in 1962, married, German

More than 32 years of professional experience, including 30 years as a consultant

#### Personal information

Born in 1968, married, German

More than 30 years of professional experience, including 10 years as a consultant

### Our approach

The project starts with phase 0, which is responsible for identifying the actual business requirements, preparing the project team for the project and process work and defining the project scope and project goals. It should identify the upcoming change in the organizational structure and process organization, as well as for each individual employee, before the project even starts – faithful to the motto “Predictive Change”. With the help of a kick-off event and a project forum on the intranet, we ensure transparent communication throughout the company right from the start. In this way, we create a basis for willingness to change and reduce barriers to change. We form a functioning project team from internal and external team members, by holding team building workshops at the beginning. We accelerate the project phases and ensure the optimal success of the overall project. In addition, we help your managers to take on the change themselves with systemic individual coaching, development of a changeroadmap and collegial meetings. We enable your executives to actively promote change in their teams and to anchor it in the long term. Finally, we conclude every project phase, by having a change review workshop, while the project lead, subproject manager and change manager summarize past changes and upcoming changes.

## W+W360°method - "Single-Point-of-Truth" for S/4 projects

In the past 25 years, in which W+W Consulting GmbH has accompanied a large number of projects, one thing has become clear: the management of technology implementation projects wind up with highly complex issues, which require and generate a great deal of information and that pose a variety of different challenges to the project team, the use of supporting methods and tools is not only helpful, but almost indispensable. However, there was no existing method that combined all the necessary functions. W+W developed the W+W360° method based on the BPM solution Aeneis for precisely this purpose.

The W+W360° method is a holistic build & lifecycle accelerator to increase the success of digitization projects. Process and change tools are integrated with those of project management and ERP implementation and optimization. Our method systematically collects all project information, documents and versions it, connects it with processes, roles, employees and responsibilities and evaluates it. The W+W360° method is the "Single Point of Truth". It ensures a clean flow of information, an optimal approval process, clear responsibilities and the necessary transparency for smooth change management. Especially in the project phase of the build and lifecycle management.

In addition, W+W360° enables the integration of other management systems, such as ICS & risk management, CIP & idea management, audit management, GDPR and strategy management for a networked and closed pIMS - process-oriented Integrated Management System.

