

# REORGANIZATION

YOUR BUSINESS CHALLENGES (THE BUSINESS PROBLEM?)	YOUR PEOPLE MANAGEMENT STRATEGY NEEDS (THE PEOPLE ISSUE?)	AIM'S VALUE PROPOSITION HUMAN CAPITAL STRATEGIES/SOLUTIONS (WHAT AIM CAN DO FOR YOU?)
<p><b>MERGERS AND ACQUISITIONS</b></p>	<ul style="list-style-type: none"> <li>▪ Unclear definition of merger/joint venture</li> <li>▪ Want to ensure successful integration</li> <li>▪ Internal team not set to accept new challenges</li> <li>▪ Need to prepare staff to handle the complex business landscape of this 'Brave New World'</li> </ul>	<ul style="list-style-type: none"> <li>▪ Facilitate definition sessions to re-examine company culture (past, present and in the future – via AIM's <i>Future Search Methodology</i> and <i>Open Space Technology</i>)</li> <li>▪ Assist with transition management via focus groups, 1:1 leadership transition coaching and 90-day plans</li> <li>▪ Offer AIM's Merger Simulation Program: <i>Mobius Twist™</i></li> </ul>
<p><b>BUSINESS DISRUPTIONS</b></p>	<ul style="list-style-type: none"> <li>▪ Management wants to create a smooth pathway after reorganization, resizing, cost cutting or operational changes</li> <li>▪ Want people who take on new roles, able to change focus, adaptable, not afraid of change</li> <li>▪ Need to keep people motivated and refocused on their tasks/responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Conduct focused sessions on vision/mission/strategy/goal setting, roles and responsibilities and planning, including Setting SMART Objectives and Managing for Results</li> <li>▪ Identify the change agents (STARS) in the organization</li> <li>▪ Run facilitated sessions to improve core business processes</li> <li>▪ Provide AIM's Organization Change Toolkit (Techniques for Visioning, Value Chain Analysis, Process Mapping, Structured Interviewing, Impact Assessment and Action Planning)</li> </ul>
<p><b>CHANGING/CHANGED BUSINESS MODEL</b></p>	<ul style="list-style-type: none"> <li>▪ Change requires better decision-support tools to navigate an evolving business landscape</li> <li>▪ Need to manage modifications effectively and create excitement about new business model</li> <li>▪ Want to retain current contributors and ensure that they stay motivated during transition</li> </ul>	<ul style="list-style-type: none"> <li>▪ Identify Change Indicators &amp; Change Management Elements</li> <li>▪ Provide AIM's change management curriculum via <i>Collaborating for Successful Change</i> and <i>Managing Transitions</i></li> <li>▪ Conduct AIM's change leadership programs: <i>Moving Up – Transitioning from Staff Member to Team Leader</i></li> <li>▪ Install/enhance mentoring programs to achieve results</li> </ul>
<p><b>NEW SYSTEMS INTEGRATION</b></p>	<ul style="list-style-type: none"> <li>▪ Want to integrate/upgrade system, people, process</li> <li>▪ Need to find ways to implement best practices for people and processes integration</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provide AIM's transition/integration tools/ leadership</li> <li>▪ Design/develop SOPs/Handbooks based on current best practices (business, technical, organizational skills, leadership capability, product innovation, cultural adaptation, inclusion)</li> </ul>
<p><b>PERFORMANCE MANAGEMENT</b></p>	<ul style="list-style-type: none"> <li>▪ Need to improve current performance management (PM) system or bring in a new one</li> <li>▪ Want to upgrade quality of PM reviews</li> <li>▪ Desire to create consistency across departments/divisions/locations</li> </ul>	<ul style="list-style-type: none"> <li>▪ Shift to performance organization by linking people-business</li> <li>▪ Run the <i>ABCs of PM</i>, <i>Accelerated PM</i>, <i>Advanced PM</i> and <i>Essentials</i></li> <li>▪ Achieve better return on time invested in upward and peer evaluations by enhancing measurements and accountability</li> <li>▪ Improve leadership effectiveness via ongoing support</li> </ul>