

# Change Management Solutions

*"Embrace Change, Drive Success."*

- **70% of all change initiatives fail.** (*McKinsey Consulting*)
- **90% of large-scale change projects are unsuccessful.** (*Harvard Business Review*)

These staggering numbers underscore the critical importance of effective change management. It's not just about implementing new processes or technologies; it's about guiding organizations through the entire transformation journey, ensuring that employees are engaged, supported, and equipped to succeed.

At Constellation Group, we're more than just consultants. We're partners in your transformation. Our team of seasoned professionals brings a unique blend of industry expertise, change management methodologies, and a deep understanding of human behavior. We're committed to:

- **Tailored solutions:** We work closely with you to develop a change management strategy that aligns with your specific goals and culture.
- **Employee engagement:** We believe that employees are the key to successful change. We focus on fostering buy-in, addressing concerns, and providing the necessary training and support.
- **Data-driven approach:** We leverage analytics to measure progress, identify challenges, and make informed decisions throughout the transformation process.

[www.ccgng.com](http://www.ccgng.com)

[info@ccgng.com](mailto:info@ccgng.com)



+234 806 681 0000

+234 803 248 9319



Constellation  
CONSTELLATION GROUP  
[www.ccgng.com](http://www.ccgng.com)

# Our Approach:

Our four-phase approach to change management offers guidance throughout the entire process.



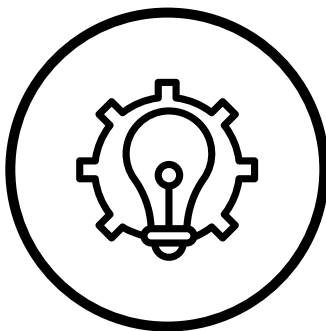
## DEFINE

- Define roles in the change management process
- Clarify what is changing and why
- Identify key stakeholders
- Set the project timeline
- Outline success criteria and metrics



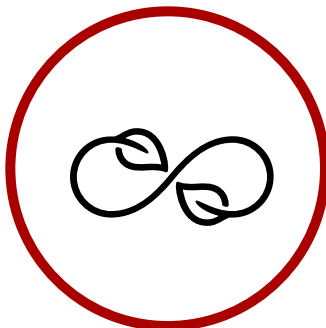
## PLAN

- Perform stakeholder evaluations
- Develop change management and stakeholder engagement strategies
- Assess potential risks and formulate mitigation strategies
- Create communication and training plans



## IMPLEMENT

- Empower catalysts and leadership teams
- Implement communication and training strategies
- Track and address resistance
- Execute risk mitigation strategies



## SUSTAIN

- Track the adoption of changes
- Encourage behaviors that support the change
- Assess the impact of the changes
- Make adjustments as necessary based on the data



# Change Management Resources

Explore ways to support your change journey through customized resources

## RESOURCES

- Stakeholder Prioritization
- Stakeholder Analysis
- Communication Plan
- Training/Development plan
- Issue/Risk Log
- Strategies to Help You Thrive
- Risk Assessment

Partner with **Constellation Group** and navigate your business growth with clarity.

[www.ccgng.com](http://www.ccgng.com)

[info@ccgng.com](mailto:info@ccgng.com)



+234 806 681 0000

+234 803 248 9319