

A smart approach to organizational change management



Atos

“The only constant in life is change.”
- Heraclitus

Our world evolves so quickly that each advance seems to become obsolete overnight. Businesses are forced to constantly adapt their culture by introducing new technologies, new processes and new ways of interacting, but more than 70% of these changes are unsuccessful. The “make or break” factor in these business changes is most often the people in the organization who are subjected to the change.

Why is change management important?

It's one thing to talk about change, but ensuring that the people most affected are ready, willing and able to make the operational and behavioral changes required to deliver success is another matter altogether.

You know your business better than anyone, but an outsider perspective is invaluable when you are about to undergo a transformation. The key to success is working with a partner that has the organizational change management tools and expertise to guide your organization through that change.

The best partners apply their processes pragmatically — not prescriptively — ensuring an approach tailored to meet your individual needs.



Atos solution

We work with your employees and organization to assess your specific needs, develop buy-in and manage resistance throughout your digital transformation. We use proven methods, expertise and people skills that result in a successful business change implementation.

Our philosophy is simple: We put people first. Our highly skilled, multi-disciplinary consultants are certified in organizational change management and development, including methods such as Prosci® ADKAR, systemic business coaching, Agile coaching, Scrum and SAFe, among others. These experts provide a wealth of experience of successfully supporting and implementing change.

We drive digital transformation through application of innovative, agile, and lasting change concepts, through communication and learning methods. Our services include:



Change and Adoption Management

We focus on the key success factors of any change: your people and your organization. We engage, empower and enable people during their various digital transformation journeys in business, IT and beyond with change experience, stakeholder communication and change agent mobilization — as well as monitoring adoption and goals to sustain the change.



Learning and Training Strategy

We accompany each phase of learning with interactive training approaches and modern teaching media to enable and reinforce behavioral and technology know-how.



Agile Coaching and Transformation Management

Atos employs agile hacks, methods, tools and scaled approaches for your enterprise transformation journey. We establish an agile mindset and behavior change with relevant frameworks that fit into your future vision of an agile organization.



Organizational Design and Delivery

We use established principles and best practices to define the target operating model, then create the organization design. Supported by the latest digital tooling, we help clients act in a holistic and strategic manner to achieve measurable outcomes in defining, doing and becoming digital.

Business benefits



Working with Atos has delivered positive outcomes for our clients, including:

- Higher efficiency and productivity
- Improved people satisfaction
- Great change experience
- Increased adoption rate
- Clear learning pathways and curriculum for employees
- Strong user empowerment and IT system usage
- Greater business agility
- Embedded Agile organizational principles
- Developed an Agile and learning organization
- Enabled value streams designed for the target operating model
- Made change stick in the organization

Atos in action

SIEMENS

We delivered an end-to-end change, communication and training approach for Siemens AG's HR transformation program, implementing Workday for the largest industrial manufacturing company in Europe.

wtw

We delivered combined change management and business change services for Willis Towers Watson, enabling this multinational insurance advisor to improve adoption, advance digital enablement and build digital maturity across the organization.

thyssenkrupp

We delivered an international rollout of Microsoft O365 for thyssenkrupp, developing a global training series and implementing a change agent network to mobilize new ways of working for this multinational industrial engineering and steel conglomerate.

Home Office

We delivered a business change and transformation approach for UK Home Office UK Visa and Immigration (UKVI) responsible for a new organizational target model and set up for the United Kingdom's visa system.

wellcome sanger institute

We partnered with the Wellcome Sanger Institute — a leader in the healthcare sector — to establish the Genomics Surveillance Unit (GSU) and strengthen the new business unit's organizational design through culture change.



"We have a long relationship with Atos, based on collaboration and innovation. Atos has provided us not only with the technologies we need to increase productivity, but also with a holistic adoption and change management approach ensuring that employees utilize new technologies purposefully - and with pleasure."

- Program Lead, Global Automotive Manufacturer



"We knew we needed to manage and deliver change brilliantly to stand the best chance of achieving our mission to be a world-leading immigration service. Atos has enabled us to do this: as well as all the methodologies and best practice, they brought support and encouragement at every stage. By working with Atos, UKVI now has the solid foundations of a self-sustaining Business Change Service that puts our operational colleagues at the very heart of, and in control of, the transformation of UKVI. As a result, UKVI is now ready, willing and able to deal with the ongoing waves of change. We wouldn't be where we are now had we not worked with Atos."

- Mel Stones, Head of Business Change Service, UKVI



Our 1.800 digital transformation consultants help visionary organizations step confidently into the digital future. With a supremely pragmatic approach, we are committed to making positive change happen — because life is not an academic exercise.



Petra Hofstett

Global Presales & Competency Leader for Organizational Change Management
Digital Transformation Consulting

petra.hofstett@atos.net

M: +49 163 166 3193

<https://www.linkedin.com/in/petra-hofstett-95533813b/>

About Atos

Atos is a global leader in digital transformation with 112,000 employees and annual revenue of c. € 11 billion. European number one in cybersecurity, cloud and high performance computing, the Group provides tailored end-to-end solutions for all industries in 71 countries. A pioneer in decarbonization services and products, Atos is committed to a secure and decarbonized digital for its clients. Atos is a SE (Societas Europaea) and listed on Euronext Paris.

The [purpose of Atos](#) is to help design the future of the information space. Its expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific and technological excellence. Across the world, the Group enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space.

Find out more about us
atos.net
atos.net/career

Let's start a discussion together

