

How Can a First Sun Consultant Assist in the Managing Change Process?

Leading change is one of management's most difficult tasks. The process can present both risks and opportunities.

A First Sun consultant can assist you and your leadership team during these critical times. Below are some typical steps a consultant will take in the process of helping you and your organization manage change:

1. **Consultation with the leadership team.** The consultant meets with organizational leaders to identify desired outcomes and benchmarks as well as what and how communication about the process will be made. This ensures a flow of information to all parties involved and that organizational needs are being met.
2. **Interviews with the management team.** The consultant conducts extensive one-on-one interviews with managers, listening for goals, concerns, challenges, common behaviors, communication styles and organizational strengths. These interviews help ensure that all specific development goals will be met to create success for the organization.
3. **Assessment and program design.** Managers complete formal assessments to measure strengths and growth areas. A customized program is designed to match the skills and needs of each manager involved in the process.
4. **End of program review.** The consultant meets with managers and leaders to review and measure outcomes against original goals. New plans and goals are then established to encourage continued development.



First Sun organizational consultants are available to assist with creating a customized plan to deal with implementing change in your organization or to assist with other issues that could affect your workplace. These services are available to you on a fee for service basis. For more information call us at **800-968-8143** toll free or in Greater Columbia at **803-376-2668**.

For more information on this and other topics, please see our website at: www.firstsuneap.com.