



Redefine to evolve

# Do What Matters with Organizational Change to Evolve



Build the organizational muscle to be agile, resilient, and put people and their experiences first in our new hybrid world.

Leaders need to capitalize on the boldness and innovation of their people to build the organizational muscle necessary to repeatedly evolve through continual change. New approaches and skillsets are required to inspire employees and accelerate business value from digital investments.

Avanade's organizational change experts help you empower employees to take advantage of Microsoft ecosystem technologies to embrace continual change.

To repeatedly evolve, you need to redefine how to use digital to enable organizational agility, people first experiences and a resilient culture.

## 1. Organizational Agility

No longer a nice-to-have, agility is the baseline for how business gets done in a world of continual change. Leaders need to help their organizations and people build a new level of digital maturity to rapidly respond to market changes and solve business problems. [Agile methods](#) enhance organizational agility, facilitating rapid learning from digital experiments and faster adoption of new technologies.

According to an [Accenture global survey](#), 55% of respondents said the complexity of the change required of the business is a barrier to full realization of benefits from the cloud.

### How can you enable employees to adapt at speed and accelerate value from digital investments?

Avanade's rapid, agile change management capabilities help you quickly understand adoption risk areas and drive behavior change to maximize business value from Microsoft ecosystem technologies.

**An acquiring global technology company** successfully integrated 30,000 users onto the same Microsoft 365 tenant in months, without business disruption.



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## 2. People First Experiences

To evolve, organizations need a human-centered strategy focused on relentlessly delivering digital experiences that inspire employees, customers, and partners and improve their well-being. Digitally mature organizations use technology to help maximize the capabilities and emotions that uniquely make us human, such as creativity and innovation.

Gartner expects organizations with a total experience (TX) strategy to outperform competitors across key satisfaction metrics over the next three years.

### How can you establish a human-centered strategy to set direction and inspire new experiences in a hybrid world?

Avanade's human-centered change model and privileged access to Microsoft helps leaders build and execute a digital change strategy that enhances engagement flexibility and timeliness, while limiting negative impacts like frustration and exhaustion.

**A global life sciences company** has accelerated business value through a centralized automation team to learn fast and implement faster.

## 3. Resilient Culture

To survive and thrive through continual change, organizations must build the resiliency of their people to embrace new ways of working and repeatedly evolve. To meet the changing expectations of employees, customers and partners requires a resilient culture inspired by inclusivity, responsibility, and sustainability.

Highly inclusive organizations generate 1.4 times more revenue and are 120% more capable of meeting financial targets, according to McKinsey research.

### How do organizations create a culture that empowers employees to embrace new ways of working and be inspired to repeatedly evolve?

Avanade's learning, coaching and mentoring services help leaders and their teams unlock the possibilities of digital to improve ways of working and remain resilient. Our change-as-a-service capabilities also enable organizations to maintain an inclusive, responsible, and sustainable culture through continual change.

**The clinical teams of a regional health system** were able to quickly get comfortable with digital technologies and safely innovate effective virtual interactions with patients within days during the pandemic.

## Evolve your organization with Avanade

Avanade helps you build the organizational muscle to be agile, resilient, and put people and their experiences first in the new hybrid world to:

- Enabling employees to adapt at speed and accelerate value from digital investments
- Establishing a human-centered strategy to set direction and inspire new experiences in a hybrid world
- Creating a culture of innovation and learning to empower employees to embrace new ways of working

Avanade's organizational change experts specialize in helping leaders continually inspire and empower employees to innovate and embrace new ways of working powered by the Microsoft ecosystem. Our human-centered change model and privileged access to Microsoft enable organizations to accelerate business value from digital investments and repeatedly evolve.

Think of us as your Sherpas through change. Our team will help identify the right path for your people and be with you every step of your organizational change journey. To get started, [contact us](#).

Visit [www.avanade.com/AvanadeAdvisory](http://www.avanade.com/AvanadeAdvisory).



#### About Avanade

Avanade is the leading provider of innovative digital, cloud and advisory services, industry solutions and design-led experiences across the Microsoft ecosystem. Every day, our 56,000 professionals in 26 countries make a genuine human impact for our clients, their employees and their customers. Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at [www.avanade.com](http://www.avanade.com).

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