The Change Shop™

"Put organizational change management in the bag"

The power of change

A recent survey of more than 7,000 executives in 130 countries, leaders said culture is a top issue they face—with 86% touting it as "very important" or "important" and 82% believing culture to be a competitive advantage.[1]

Whether your organization is undergoing a culture change, integrating after a merger, responding to a regulatory environment, or pursuing and retaining critical talent, having an effective workplace change management strategy is key.

Effective change management strategies, are driven by business leaders and sustained through actions and behaviors. These can be a powerful competitive advantage, but it can also destroy value if it is not aligned with strategy and adapted to changes in the business environment. This is why change-related feedback is so important.

The Change Shop's 2IsC™ framework

The Change Shop™ platform helps business leaders understand and actively shape organizational change and transformation using the proprietary 2IsC™ (two eyes see) model and a set of 6 tools including an analytics-driven, cloud-based diagnostic to measure comprehensive worker attitudes towards workplace changes. By breaking employee attitudes and feedback into measurable individual elements, the insights derived enable leaders to make specific decisions about change processes and talent that are aligned to the business strategy.

The Change Shop™, helps organizations measure workplace change resistance and commitment levels, pinpointing change attitudes, strengths and gaps, while offering insights to align change management strategy, and worker feedback with business strategy—ultimately driving a better culture and better workplace change and transformation results.

2IsC™ Indicators
Represent the foundational elements of change commitment and resistance. Leaders can make strategic choices and define success with these indicators.
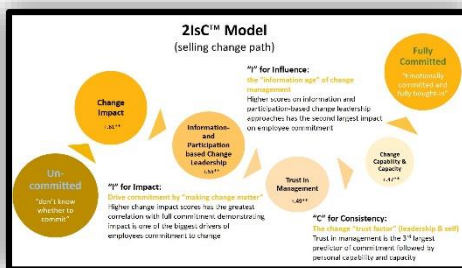
Change Leadership & Attitudes
Measure the emotional connectedness between change processes and the workforce. Changes with higher scores in these areas achieve highly engaged change commitment.

> The 2IsC™ path for change is simple to apply. In the midst of an acquisition, we were able to apply it in real-time. The Change Shop™ tools make it possible to improve change outcomes.

Gretchen Thompson
Principal Human Resources Project Manager, C. H. Robinson, Inc.

1. Deloitte Global Human Capital Trends 2016 Report.

The Change Shop™ / All-in-one organizational change management tools.

The Change Shop™ solution

The Change Shop™ platform has already helped many organizations drive targeted and successful workplace change by delivering compelling and actionable visibility across the organization.
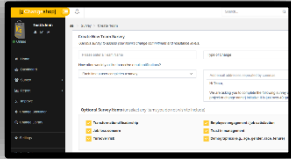
Comprehensive survey deployable to selected workers or departments assesses change attitudes along twelve dimensions.

Cloud-based visualization explores information across divisions and geographies.

End-to-end action planning including standard and customizable action / task reminders

Dashboard reporting provides org-wide views of scores and helps build targeted action plans.

Leaders use The Change Shop's™ suite of tools to gauge change commitment levels across the entire organization, continuously developing and sustaining change management approaches they need to drive business results. At The Change Shop™, we believe organizational change is a journey that can managed with people data and analytics. We help organizations put their culture on the right path. **Buy-in, Commitment, Change**.

Clients choose The Change Shop™ to:

Access deep insights about worker's attitudes
Measure six distinct dimensions to get a comprehensive view of the organization's change attitudes (resistance vs commitment).

Explore real-time analytics and perform benchmarking analyses through an interactive dashboard
Delve into dynamic dashboards, as well as included infographics and summary reports.

See across business divisions and geographies
Uncover unique attitudes and mindsets that exist throughout different parts of the organization.

Track progress over the period of change
Watch the organization make progress and course-correct if needed.

Learn from leading practices of other organizations that have experiences similar changes
Leverage the change library to get ideas and from other organizations that have experiences similar organizational changes.

Enjoy ease of use and distribution
Share data results among leaders while distributing the survey to segments or the entirety of an organization.

Act on insight
Apply time-tested, business-driven methodology and workplace culture advisory services from a global change management experts.

Contact **contact@thechangeshop.com** and visit **www.thechangeshop.com** for more information.

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