



Shirley Hollywood & Associates Inc.

“In the old culture, managers got their power from secret knowledge: profit margins, market share, and all that... In the new culture, the role of the leader is to express a vision, get buy-in, and implement it.”
- Jack Welch



Implementing an ERP system is one of the most important decisions and largest investments that any organization will make.

So why do so many organizations choose to minimize the investment in their people?

Implementation of a new software is as large a change as any organization will ever undertake. Preparation of your business and your people is just as important as configuring the software.

Effective Change Management happens simultaneously from the top down, and from the bottom up.

Leadership that can sell the vision and direction of new opportunities will find that key employees will work tirelessly to support that vision.

Change Management is an active and methodical process to prepare a business for go-live.

*“Not in his goals,
but in his transitions
is man great”*

-Ralph Waldo Emerson

Shirley Hollywood & Associates Change Management is about Business Readiness.

SHA Change Management solutions are:

- Customized to fit every client’s needs. The size and dispersion of each client’s business determines the right change management approach.
- Actionable activities to prepare individuals and groups to accept changes that come with system implementations and execute effectively on day one.
- Engaging for all levels of the organization
- Supportive of the project organization by gaining support for the project through the active involvement of the business in key project activities
- Focused on involving every individual impacted by the system implementation through active involvement in project activities resulting in a transfer of ownership for project success.

ERP Change Management is different:

SHA has extensive experience in ERP Implementations providing comprehensive Training solutions along with project experience. ERP Projects require a Change Management approach that fits with the scale and speed of an ERP Project.

The SHA Advantage:

SHA provides the best resources in the industry that focus on Change Management, Training, and ERP. The triad of skills ensures the Change Management approach is compatible and actionable in the ERP environment.

SHA is the right answer:

SAP/ERP implementations, upgrades and IT initiatives across all industry sectors; small and mid-sized business, and Global corporations.

For over 15 years, SHA has been providing our clients with superior ERP Change Management consulting services. With consultants that average 17 years of business experience and over 9 years of ERP implementation experience, we know what works... and what doesn't.

SHA designs Change Management solutions that fit our client's needs, not our own. Past client solutions have included:

- Leadership Alignment Transition Workshops
- Role Design and Development
- Business Readiness Team Development
- Communications Strategy, Planning, and Execution
- Change Impact Assessment and inclusion in End User Training

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