



Re-organizations

A high-tech engineering leadership team decided to evolve its 5,000-person organization to a new operating structure -- and they wanted to do it in six weeks. Working closely with both HR and leadership, ChangeCast provided guidance, project leadership and frameworks to:

- Design and build the case for change
- Develop a comprehensive communications program to cascade the announcement
- Manage all of the intersecting pieces of the project to ensure congruency

The leadership team said it was one of the most successful re-organization initiatives they – and their staff – had experienced. In the post re-org diagnostics, participants stated they embraced the direction, were actively engaged in making it work and appreciated the transparency and effectiveness of the communication.