

Organizational Change Consulting

Despite the proliferation of change frameworks, methodologies, consultancies, COEs, and more **70% of major change and transformation initiatives fail - a number that hasn't budged in more than 20 years.***

*Sources: HBR, McKinsey

An NBA coach may have a “bulletproof” strategy, but if they can’t get their players to DO it, it’s just expensive plays on a whiteboard.

You can document a brilliant strategy on a slide, but if you can’t get leaders and teams to buy in and change their behaviors - that strategy is just an expensive document.

Our change consulting focuses on the hardest part of transformation: evolving people’s mindsets and behaviors so they work differently, consistently, even under pressure.

We are exceptional at helping leaders and teams turn strategy into daily, sustained behavior change. And we got your back.

What We Do

This is:

- Practical guidance to translate strategy into boots-on-the-ground behaviors
- Empowering your leaders to lead your own change & make it stick
- Tools and approaches grounded in how people actually change

This is not:

- Slide decks handed off and left behind
- Cookie-cutter change frameworks
- Ivory Tower theory disconnected from operational reality

Where This Is Most Useful

- Large-scale transformations or re-organizations
- Post-merger or post-acquisition integration
- Strategy shifts that require new ways of working
- Organizations experiencing change fatigue

Our Approach is

"Change from Within"

We know change works best when it's **led from within**. So, we empower leaders to lead their own change - with approaches designed to resonate with and **activate your front line**. The result is a change strategy that's efficient, a change that sticks, and a leadership team more prepared to **lead every change to come**.

That includes clarifying expectations, building leadership alignment and empowerment, and creating practical structures that support new behaviors over time. The focus stays on what leaders and teams need to do differently—not just what they need to understand.

What You Get

- Faster adoption of new strategies and ways of working
- More consistent leadership behavior across the organization
- Reduced resistance and change fatigue
- Change efforts that hold up beyond the initial push

Why now? Why with this initiative?

The truth is, traditional models aren't sufficient to support and evolve organizations as they negotiate the radical increase in pace and complexity of change.

What organizations and workers need - and deserve - is neuroscience-backed behavior change that sustains and empowers them through uncertainty, and propels them toward reinvention.

Through our years of advising, coaching, and supporting organizations, from start-ups to Fortune 100 companies, we've learned to blend best-practice, proven neuroscientific approaches with our core philosophy: **Be the Change**.

We meet organizations, and people, where they are. We don't impose rigid methodologies, instead working with organizations and employees - from the C-Suite to the Frontline - to change and embody behaviors that will drive and accelerate their strategy.

Building Resilient Organizations

Market pressures, RTO mandates, digital transformation, AI integration - the list of **simultaneous and complex changes** facing modern organizations can feel endless. Traditional Change Management models are initiative-focused. We liken that approach to plugging holes in a leaky ship. We focus on helping organizations build resiliency in the face of current changes and unknown, but inevitable, future challenges. In short, **we help you build a ship fit to weather and successfully navigate turbulent waters.**

Navigating Complex Change

Navigating multiple, overlapping changes can feel overwhelming for any organization. We help you cut through the chaos and keep moving forward with confidence. **Whether you're dealing with new tech, structural shifts, or evolving strategies, we have the tools and expertise to help you manage it all—simultaneously.** We focus on building resilience in your teams, fostering long-term adaptability, and keeping everyone aligned so your organization can thrive, no matter how many changes are happening at once.

Problems We Solve

Building and Scaling Culture

Every organization has a unique culture, and every employee is an arbiter of that culture. When companies thoughtfully tend to culture, they not only have a better chance of avoiding pitfalls such as talent attrition, safety incidents, and market stagnation, but also improving strategic levers such as innovation, knowledge-sharing, collaboration, and much more. We work with organizations to **clearly define, build, scale and maximize culture as a driving force for sustainable and strategic growth.**

Growing Organizational Change Capability

In order to become or remain successful, today's companies and workers are increasingly, and necessarily, being called upon to build skills that are often outside their domain of expertise. **We work to embed sustainable, repeatable behavior change skills and capabilities into your organization** at all levels through a proven combination of consulting and coaching. The result is a more nimble, agile organization, better poised to navigate uncertainties and take advantage of strategic opportunities.

The best time to work toward positive,
sustainable change was yesterday.

The next best time is now.

Let's Get Started

If your organization is facing meaningful change and needs support beyond frameworks and good intentions, start with a conversation.

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