



Readiness Assessments: The Starting Point for Change

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- An unprecedented economic environment,
- A changing marketplace,
- A volatile energy market,
- The “green” movement,
- Cash tightening...

Change is required and recurring...

How is your organization prepared to embrace it?

How does your organization adapt?

As the market faces accelerating change in the most fundamental parts of its businesses: movement in supply chain and energy pricing, the overall environmental regulations and “green” movement, employee compensation, benefits, technology, and cash tightening by virtue of the credit markets— all of these can strongly impact the future of a business.

In response to the demands on our businesses, we create strategic plans, tactical plans, and annual plans. All of which are full of performance expectations. In this environment, many of which have high expectations for dramatic change and forward progress.

Let’s consider the scenario where an organization decides to implement a new internal technology, like an ERP system. We all know numerous companies who’ve had multiple successive unsuccessful attempts to implement the new technology? Why? The demand from the technology was not aligned to the organization dynamics and the conflict between the two created a barrier or resistance to change.

There are many other scenarios: businesses may be undergoing globalization, product-to-service transformation, turnaround, new market entry, cost reduction, etc. Regardless of the objective, a clear understanding of your organization’s change capability and resiliency will help you set and achieve short term and long term goals.

It is not a question of “IF” an organization can change but rather “HOW” the organization is prepared to change.

Readiness assessments can help you understand the capacity and capability of the organization to change. As a result, it helps you build a plan, aligned to the organization and culture, to close the gap. Readiness assessments are the first step in risk mitigation for any major business change.

Readiness Assessments, cont'd

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COLLABORATE WITH KATE

- Assess Your Readiness.
Start your next big change knowing how far and how fast you can move. Change, by definition, means there is a gap between the present state and the future state. Do you have the tools you need to bridge the gap? Kate can help you take an existing change program to the next level or build an effective program from the outset.
- Envision Your Future.
Your strategic plan should be built from likely market scenarios. Kate uses a combination of Scenario Planning and Systems Thinking in her Strategic Planning. She can help you develop a long term strategy and near term execution plan.
- Catalyze Your Change.
Why hire a full time executive to do a part time job? Leverage Kate's 25 year expertise for an economical way to leverage fortune 500 best practices.
- Motivate Your Employees.
Change is naturally resisted. Kate's personal transformational change presentations help inspire and inform employees about macro trends impacting business – and the rationale to embrace change.

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Bridge the Gap

Through extensive transformational change background, Kate has a clear and practical understanding of what is required in for organization change. She will help you ascertain if your company is ready, willing, and able and make recommendations on how to maximize your opportunities. Using her extensive knowledge and hands-on, operational expertise, Kate works with her clients to build an effective and accelerated plan, driving performance and delivery.

Kate will assess a range of attributes from within the following categories of readiness: emotion/culture, skills, resources, process and methodology, metrics, governance and administration, innovation and ideation. She can work within or around a variety of methodologies including

- Lean and/or Six Sigma
- Capability Maturity Model (CMM)
- Project Management Institute (PMI)
- Change Acceleration Program (CAP)

Kate can help the business leader address 'How can I jump start my strategy execution and gain accelerated and sustained performance returns?'

Note: It may be that your business already has a "change program." You may be interested in what it would require to take them to the next level. Working together we can identify any gaps or opportunities and energize your existing change program



Kathryn (Kate) Fialkowski is a Business Transformation Expert. She has successfully lead dozens of business transformation initiatives -- consistently accelerating financial returns and achieving sustained results. For example, Kate has:

- Start-ups, shut-downs and turn-arounds in as little as 6 months
- Improved customer service productivity by 40%
- Reduced time to market by 50%.
- 10 day improvement in cash flow.

Regardless of industry, geography, or function, Kate consistently delivers.

Collaborate with Kate and see how your business can achieve similar results.