

ChangeMap™ Portfolio Overview

Driving engagement to deliver results.



Portfolio highlights:

Our portfolio of services present and reinforce effective change leadership strategies to lead, engage and retain talent during change. These services are:

- Practical and actionable they focus on what to do and how to do it.
- Sustainable – they build strong change leadership capability.
- Scalable and flexible – they integrate with existing organization models and frameworks using blended learning solutions.

Target Audience

Organizations that need to initiate, execute and manage change.

Key Benefit

Provides a comprehensive array of change management services to maintain or increase productivity, morale, engagement and retention during organizational change.

Portfolio Overview

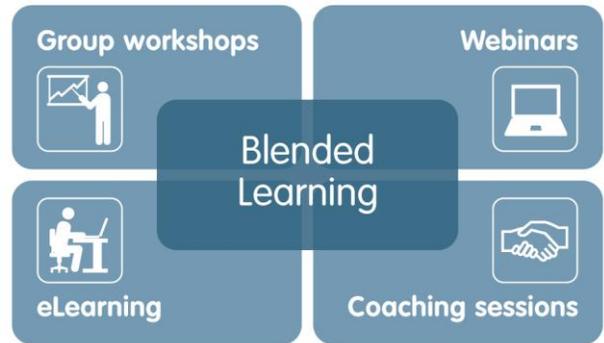
Lee Hecht Harrison's ChangeMap™ portfolio is dedicated to helping organizations achieve business and talent objectives while in the midst of change. Our portfolio of blended learning solutions enables organizations to select from instructor-led sessions, webinars or e-learning alternatives. Organizations can also combine services to fit their culture and needs while taking learning styles into consideration. Blended learning solutions are flexible, cost-effective and environmentally friendly.

Our complete ChangeMap™ portfolio uses a four-phase process that encompasses:

- **Design and consultation** to define needs, tailor scenarios, integrate with existing resources and frameworks, and establish outcomes.
- **ChangeMap™ group development sessions** for managers and employees to learn the five stages of LHH's behavior-based change model, identify where they are in the process and develop a personal action plan for moving forward. Additionally, managers learn key leadership actions for each stage and receive actionable tools to lead change at the team and individual levels.
- **Sustainability coaching sessions** to provide individualized engagement and retention planning. These sessions address "change fatigue" and evolving challenges.
- **Key information feedback** to present summary findings to stakeholders on change issues and opportunities and to recommend areas for continued focus.

Portfolio options.

Lee Hecht Harrison’s ChangeMap™ portfolio offers organizations appropriate services to support employees at every level during change. Our blended learning capabilities enable organizations to choose the service delivery option for specific target audiences, or to combine options for maximum impact.



Portfolio summary.

Target audience	LHH offering/ blended learning options	Outcome
Executives & HR	<ul style="list-style-type: none"> • Executive briefing • HR briefing 	Provides an overview of goals, solutions, and anticipated results.
High Potentials	Change leadership content	Delivers tailored content to engage and retain critical talent.
Managers	<ul style="list-style-type: none"> • ChangeMap™ for Managers • Group sustainability coaching sessions 	Standardizes the process, tools and techniques for managers to lead change.
Broader workforce	<ul style="list-style-type: none"> • ChangeMap™ for Employees • Developing Personal Resilience 	<ul style="list-style-type: none"> • Helps employees learn to navigate change. • Assists employees experiencing long periods of uncertainty and ambiguity.
HR/OD/LD	Train-the-trainer	Builds internal expertise and delivery capability.

ChangeMap™ is a turn-key, scalable solution which may be tailored or expanded for full integration and sustainability.