

# Change Management

## Create Sustainable Change for Long-term Success

Your organization has a vision of where it wants to go, but how you manage the transition to your ideal future state will determine whether the behaviors, the culture and the outcomes that you want to foster are sustainable in the long run.

Overcome resistance to change, address uncertainty, and bolster engagement with a systematic approach to change management. Whether you're undergoing a merger or restructuring, a new technology implementation or other potentially disruptive event, we help you navigate complex transitions by equipping your people with the resources they need to adapt to a new way of work.

## How We Serve You

Our experienced change practitioners utilize proven methodologies, including the ADKAR model and stakeholder analysis, to ensure that your organization is equipped to navigate the complexities of change and achieve long-term success. We also provide tailored communication and training strategies to ensure your stakeholders are informed and prepared to optimize change readiness and adoption.

### OUR PROCESS



### HOW YOU BENEFIT



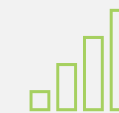
#### STRATEGIC ALIGNMENT

Develop initiatives that are aligned with your organization's strategic objectives, enabling a cohesive approach to achieving goals.



#### INCREASED ADAPTABILITY

Equip your workforce with the skills and resources needed to adopt new systems, processes and ways of working.



#### IMPROVED PERFORMANCE

Strengthen performance as employees embrace new technologies, workflows and best practices, resulting in increased productivity and efficiency.



#### PROACTIVE APPROACHES

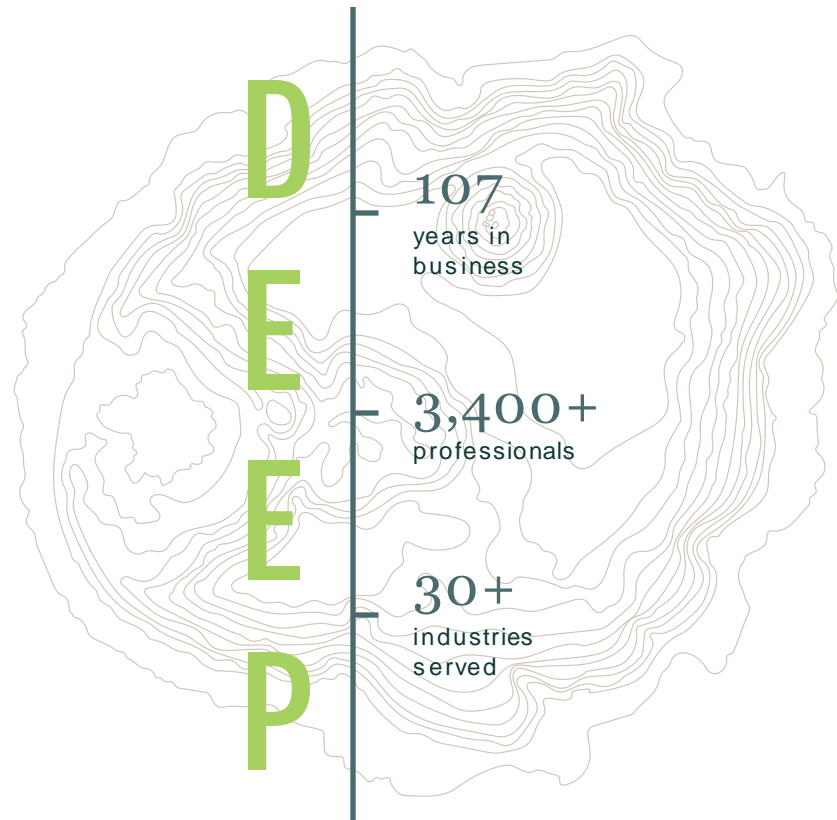
Address resistance to change through effective communication, training and engagement strategies.



#### ORGANIZATIONAL SUSTAINABILITY

Increase long-term success by driving growth, innovation and competitive advantage in the marketplace.

## Expertise



Crater Lake—  
A monument to perseverance, North America's  
deepest lake filled to 1,949 feet over 720 years.



**REALIZING  
POTENTIAL**

## Our Promise

At Moss Adams, we're all in, personally engaging to help you anticipate, prepare for, and embrace the future. We take time to understand your individual situation, anticipate needs, and identify gaps before they become obstacles. Amid these unprecedented and uncertain times, we understand that now more than ever the challenges you face are evolving and we're here to help you navigate them.

As an essential business advisor, we're absolutely committed to bringing you the very best client service, highest value, and most experienced professionals our firm has to offer.

Even in the face of accelerated marketplace changes and complexities, we're helping clients explore and embrace emerging opportunity. With our perspectives and guidance tailored to your specific needs, you'll be supported to plan for what's next.

We're here to help.

## Expansive Expertise

Deeply immersed in more than 30 industries, our professionals provide solutions specific to the nuances, challenges, and operations of the sector in which you work—with plans customized to meet your unique needs. We don't simply provide templates or toolkits; we proactively determine appropriate solutions that will help build up your organization and provide foundations for long-term success—so you're prepared to embrace and stay ahead of change.

## Your Dedicated Team



**Brett Addis**  
Director

[Brett.addis@mossadams.com](mailto:Brett.addis@mossadams.com)

Brett has worked in human capital management consulting and several disciplines of HR since 1997. Over the course of his career, Brett has worked across multiple industries leveraging his human capital experience to partner with global HR organizations through their process, technology, and people transformations.



**LeeAnn Stivers**  
Senior Manager

[Leeann.stivers@mossadams.com](mailto:Leeann.stivers@mossadams.com)

With over 20 years of experience in the not-for-profit sector, LeeAnn is a seasoned expert in executive leadership, organizational change management, and design and strategic planning. She has a proven track record of success in technology implementations, business process optimization, board governance, risk management.

LeeAnn's areas of expertise include talent management and development, communications, executive and board engagement, and critical decision-making. She is passionate about helping organizations achieve their goals by equipping their leaders with the skills and tools they need to navigate complex challenges and drive sustainable change.

