

You can manage change effectively!

Too often, change is accompanied by confusion and chaos. But it doesn't have to be this way.

TEC's approach works to guide and coordinate change as much as possible. We believe change management is as much of an art as it is a science. Employing both perspectives enables us to plot the best possible course and customize a change management program that effectively meets human and organizational needs.



Turn to TEC for tailor-made solutions that will work for your organization.



241 173rd Avenue
St. Petersburg, FL 33708

Phone: 727-391-9232
Fax: 727-391-2352
E-mail: TEC@TECconsultants.com
Website: www.TECconsultants.com

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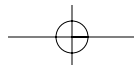
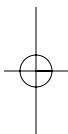
Presents:

Making Change Work for You

People-oriented change management programs and services to enhance excellence and efficiencies in your organization



Addressing the human side of your training and systems integration needs.



Change Management: *Making Change Work for You*

Theories and “processes” abound to help companies manage change. Their formulas and calculations suit operational change management but they can fail to address the unique and fundamental needs of the *people* affected by the impending change.

An organization is open to change only when its people are. TEC knows how critical it is to understand the dynamics and culture of the organization before selecting the tools that will achieve desired and measureable results.

Our approach works.

TEC’s change management programs and services help people embrace change at all levels. Our partnership efforts help minimize disruption and maintain stability while moving people steadily and confidently toward the changed state.

TEC’s approach is to empower the new organizational infrastructure, streamline processes, and maximize technology while helping employees understand new expectations and prepare to meet them.

Using proven strategies and tools, TEC Change Agent Consultants coach, direct or conduct activities such as:

- ▶ Engaging management at all levels to lead the change process and build ownership and confidence
- ▶ Involving all personnel in a dynamic dialogue to plan the changes
- ▶ Ensuring that all activities reinforce core values of the company
- ▶ Arming company leadership with the competencies and concentration required to implement the change effectively
- ▶ Helping employees stay in touch and not lose their momentum, focus and commitment to the company.
- ▶ Facilitating development and implementation of best practices
- ▶ Translating new processes and accountabilities into job descriptions and performance plans before training begins
- ▶ Providing ongoing maintenance and knowledge sharing with the client’s change management group



TEC helps plan the direction and components of the change management program and then guides the client to success.

We believe in total integration of the change.

Whatever the changes may be — processes, organizational structure, systems/technology, leadership, cultural, or acquisition/divestiture — TEC consultants apply their considerable expertise in:

- ▶ *Planning*
- ▶ *Communication*
- ▶ *Training*
- ▶ *Performance management*

to design and implement a program that accomplishes measurable goals.

Let us help you plan and execute a successful and people-oriented change management program in your organization. It *is* the way to make change work for *you*.

For more information, contact:

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