



TCNJ THE COLLEGE OF
NEW JERSEY

Change Management Overview

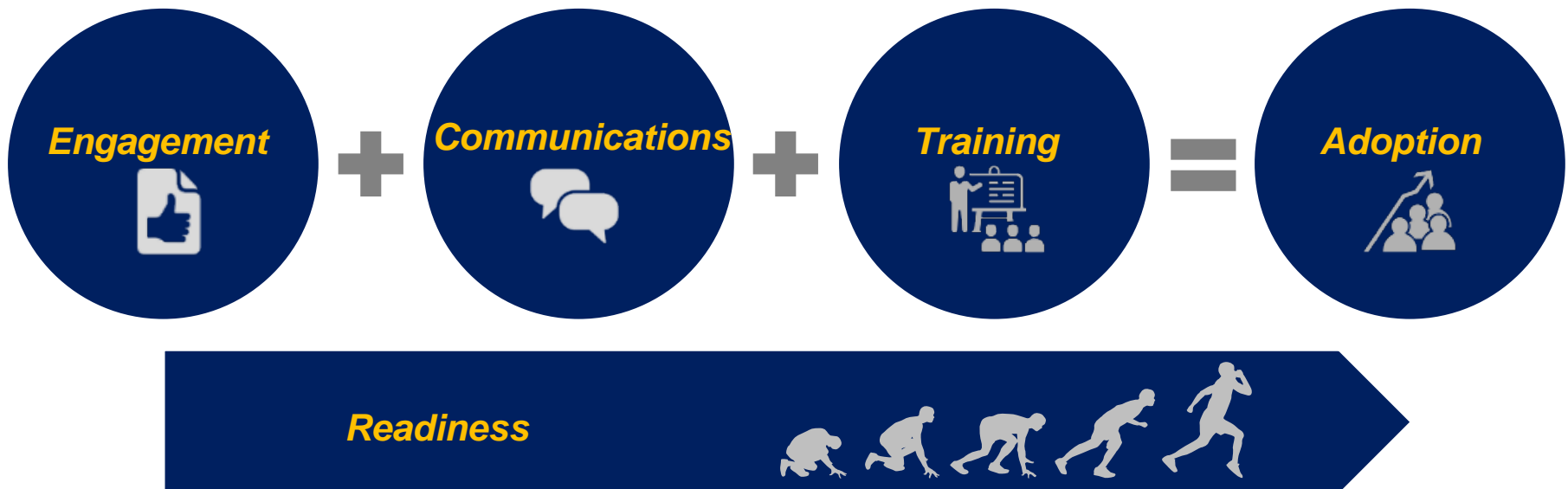
Why Change Management?

- Adopting a plan to manage change at all levels of an organization empowers people to handle the human side of change to drive organizational success during a period of transformation.
- The Change Management team was established to help the TCNJ community understand and adopt changes to processes and systems across the College.
- Our goal is to do **change with you** and not to you.



Change Management Strategic Vision

- Support senior leaders and their teams to lead and manage the people side of organizational change.
- Provide guidance, mentoring, coaching and knowledge transfer to TCNJ employees at all levels to develop a culture that embraces change.
- Facilitate change management activities to enable successful implementation of the TCNJ Cloud Project.
- Advocate employee **engagement** that prepares people through **communications** and **training** to **adopt** new processes and technologies that make their jobs easier.



Our Mission

Lead change management activities to modernize college-wide systems, business processes, and organizational structures

Create a unified identity and culture, standardize change management practices, and improve collaboration across the College

Conduct knowledge transfer, stakeholder engagement, and put discipline in place to assist transition plans throughout the College

Guiding Principles

Design processes based on higher education industry best practices

The College has a Forward Focus when designing business processes

Full transparency & inclusion to The College regarding this initiative

Processes are measured by qualitative & quantitative key indicators

Streamlined technology delivered through desktop & mobile devices

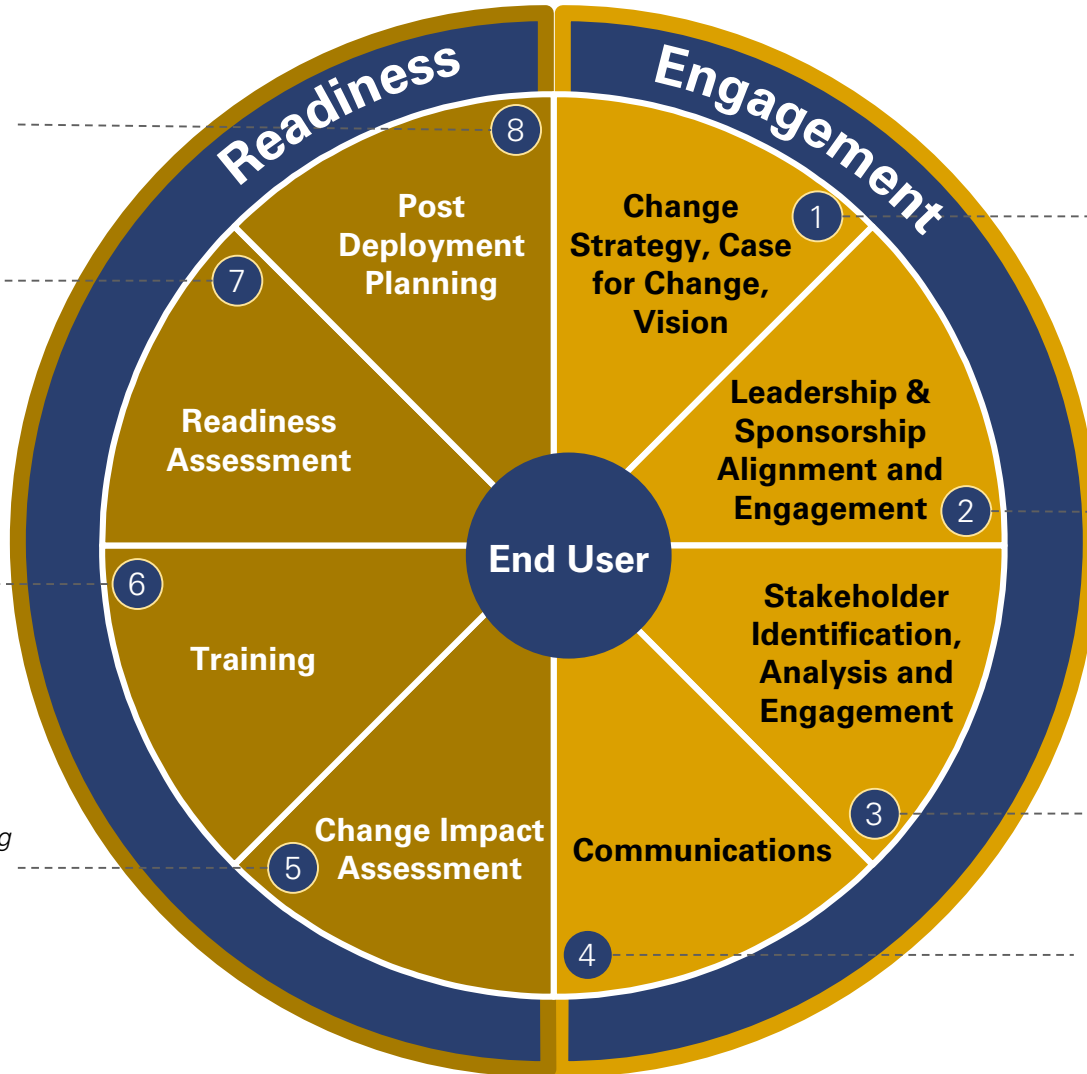
Change Management Framework

Driving project solution sustainability through performance monitoring, knowledge capture and the identification of mitigation activities as needed

Defining and addressing the organizational readiness for project implementation

Assessing training needs and determining delivery method and approach to effectively equip people with the requisite knowledge and skills to adopt the project solution

Assessing and understanding project impacts on people, process and technology to identify needed change management activities



Establishing the “why” of the project, identifying “what’s in it for me” and defining high-level change plan

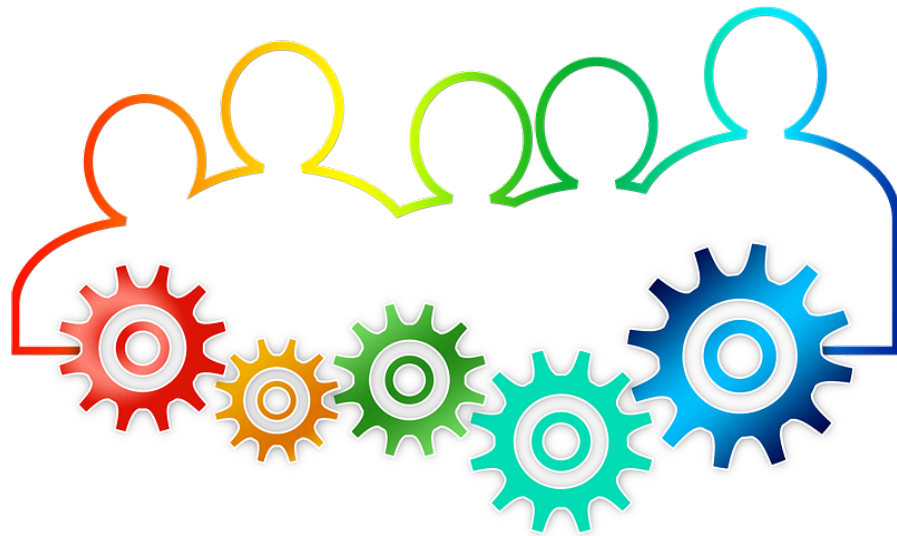
Mobilizing leaders to demonstrate visible commitment and support of the project through defined actions

Understanding who stakeholders are and strategically grouping them to determine proper engagement

Providing appropriate levels of information to impacted individuals using the most effective vehicles

Working Together to Manage Change

- Get engaged in the process & stay engaged
- Ask questions
- Voice your concerns
- Be **“a part”** of change instead of being **“apart”** from it



We are committed to working with the entire TCNJ community to improve Everyone's experience to **transition from today to tomorrow.**