

Change Management for Digital Transformation Programmes

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G-Cloud 12

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Who Are We?

Our mission is bold yet simple.

We are an innovation and change consultancy dedicated to transforming the face of public services.

With our clients, we design, build and embed high-performing and financially viable organisations able to deliver sustainable, efficient, customer-centric services focused on the things that really matter. Together we strive to make a meaningful difference to the lives of millions of people through building vibrant local communities, enhancing quality of life and protecting the vulnerable.

12
million

Children and their families receiving more joined up support through our work in children's services

2.5
billion

People breathing cleaner air through our work with a premier supplier of catalytic converters

Putting
people at
the heart of
what we do

8.7
million

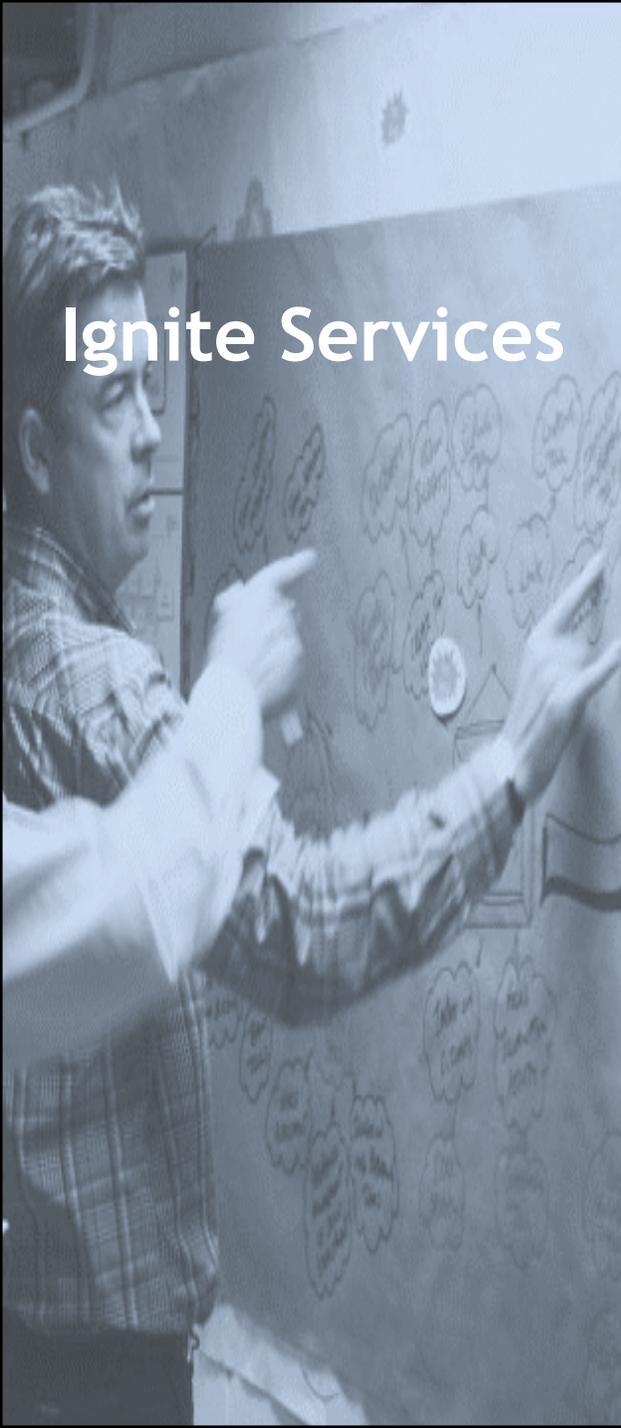
People able to walk the streets more safely through our work in local policing

4.5
million

People with greater confidence in responsiveness of their local ambulance service

1.6
million

People able to rely on the essential services they receive from their local authority



Ignite Services



Strategy

Our work aims to address fundamental, system-wide challenges and help organisations rethink their role and relationship with the community.

- Strategy Alignment - Ensuring organisational activity is completely aligned to a compelling strategy
- System Change - Resolving the big system-wide demand challenges that require the involvement of partners across public services
- Community Building - Changing the role of the organisation and its relationship with its citizens by unlocking the capacity and capability of the community
- Merger and Shared Services - Merging whole organisations or just single services
- Commercialisation - Unlocking the commercial potential of organisations
- Commissioned Service Reviews - Unlocking savings from the commissioned and purchased costs base.

Transformation

Transformation is about creating modern, digital, customer centric operating models that enhance services and meet pressing financial challenges.

- Future Modelling - Creating a sustainable platform for the future through whole organisation transformation
- Digital and Channel Strategies - Reshaping the way customers access services and use technology
- Service Innovation - Creating breakthrough solutions for single services or for critical issues
- Specialist Services - Applying our specialist knowledge to pressing issues or opportunities (Property, HR, Technology, Leadership, Governance).

Change Management

At one level change management is simple. It is about ensuring that the human beings affected by change are ready, willing and able to operate at their peak once that change has been implemented.

- Bringing a framework and approach
- Building change capability - change leaders, change managers and change networks
- Establishing change governance and readiness monitoring
- Leading the change stream - experienced people to shape and deliver the workstream and to role model good practice for team members
- Subject matter expertise in specialist areas, e.g. engagement and communications, culture change, HR, training development
- Accredited change training (APMG).

Enterprise Programme Management

Enterprise programme management is about helping organisations develop and manage complex portfolios of projects and programmes.

- Bringing a governance framework and approach. Building and reviewing portfolios - ensuring it is structured to deliver
- Delivering your portfolio - establishing and running the governance to ensure delivery of benefits
- Programme health checks - dipping in to diagnose how things are working
- Programme delivery - leading programmes and projects, role modelling good practice for team members
- Building capability - senior responsible officers, programme managers, and project managers
- Establishing governance and monitoring - creating and running an ePMO function.

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Change Management for Digital Transformation Programmes

Service Definition

Effective change management is essential for success in any digital transformation programme. Ignite will help you align projects (Waterfall or Agile) or tactical changes within an organisation-wide framework. We ensure people are engaged with how change fits the bigger picture, are motivated and supported to adopt new ways of working.

The logo for Ignite, featuring the word "ignite" in a lowercase, sans-serif font. The letter "i" is blue, while the rest of the letters are black.

Features

- A compelling vision that sets the context for the change
- Change leadership development that helps managers lead teams through change
- Change agent networks mobilised to constantly build awareness and commitment
- Organisational change roadmaps and heatmaps to ensure robust transition planning
- Stakeholder mapping and assessment
- Communications and engagement planning and delivery
- Change impact assessment to identify opportunities and risks
- Change planning that mitigates the risk of operational disruption
- Delivery of timely change interventions for maximum impact
- Learning and development approaches that build digital capability and behaviours

Benefits

- True partnership approach to delivery
- Change capability that enables continuous improvement
- Guidance through the change journey: awareness, commitment, readiness and performing
- Change alignment and visibility at all levels across the organisation
- Processes and structures supporting new behaviours and ways of working
- Engaged and motivated stakeholders
- Creating a culture that is accepting and positive about change
- Change delivery plans that reflect the readiness to adopt change
- Early release of value and benefit from change
- Change embedded into ways of working for sustainable benefit

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A man in a plaid shirt is pointing at a whiteboard covered in diagrams and flowcharts. The image is in black and white with a blue tint.

Additional Information

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Planning

We provide a tailored planning solution throughout the project/programme lifecycle. Our approach is fully customisable but would include aligning the customer vision and strategy to organisational objectives and establishing a target culture and organisational values. We will identify and assess the key inputs to the project/programme design; including existing and emerging policies, constraints, and opportunities; taking into account your organisational maturity and readiness. We will also inform our planning activities by using customer insight and intelligence to embed the customer voice into the project/programme, managing and seeking feedback from stakeholders. Our business case will assess and validate potential benefits, investments, and resourcing implications, developing a roadmap which identifies the sequencing and interdependencies of the project/programme. We will help with setting up appropriate governance structures and engage with your team to deliver the outcomes of the programme. During the planning process we can draw on our specialist expertise in strategy development, programme and project management, organisational change, communications, human resources, procurement, finance, service design and technology.

Training

One of Ignites core values is to 'Develop Capability'. You can be assured that we will always support your team to become better equipped to deliver change and unlock performance. We are accredited with APMG International to deliver Change Management Foundation and Practitioner training. Bringing together our expertise in change consulting and a nationally recognised examination, our training inspires organisational change that will deliver the best work of people's lives.

Quality Assurance/Performance

We work with you to clearly articulate and document the objectives and scope of this service to ensure that there is absolute clarity of understanding and deliverables. Progress towards achieving deliverables can be reported as regularly as you require.

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Additional Information and Contact Details

Get in touch

www.ignite.org.uk

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On-Boarding and Off-Boarding

We work in partnership with our customers to ensure the right candidates and services are assigned and working effectively. In consultation with our customers, a clear set of outcomes will be delivered to time and agreed budget. Collectively we will agree clear milestones to ensure exit plans prior to the commencement of the assignment.

Ordering and Invoicing

Ignite abide by the G-Cloud terms and conditions framework agreement. We place great emphasis in agreeing with our clients the scope, timeline and deliverables and outcomes prior to work commencing as part of the call off contract. This will then create an agreed purchase order. Ignite and the Customer will then proceed and commence the relationship.

Invoicing will typically be based on the submission of monthly timesheets and any expenses for the consultants providing the service, along with our invoice. Payment terms are 30 days.

Termination Terms

No additional termination terms beyond the Framework Agreement

Customer Responsibilities

We will work with the Customer and agree at the start of any relationship a clear roles and responsibilities process and mutually agree who needs to be Responsible, Accountable, Consulted and Informed.

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