

Change Management

Working with you to deliver effective, people-centric, sustainable change management solutions.



At Grant Thornton, we know what effective change looks like and how to achieve it.

Organisations are developing faster and adapting to more complex and cross-functional change due to societal, political and technological changes and advances.

The best run organisations evolve constantly to meet the ever-changing needs of their customers, staff and key stakeholders. The level of change management put in place has a significant impact on the levels of adoption on new ways of working.

Without effective change management, teams face resistance, low morale, a lack of engagement and/or understanding about why the change is happening and what it means.

Understanding how your organisation responds to change takes planning, reflection and active listening. Our team helps you to anticipate stakeholder responses and to manage perceptions and expectations, optimising stakeholder engagement and buy-in.

We work with you to clearly define the impact of change on your stakeholders and to execute comprehensive change strategies in order to overcome these.

Grant Thornton's Change Management team has extensive experience in helping clients to adequately plan and prepare for change.

We employ best-practice methodologies to devise pragmatic solutions, assessing the size and complexity of the change involved, ensuring key elements are measured and tracked, so that tangible, sustainable change is achieved.

Our consultants engage constructively with key stakeholders and provide an independent outlet to assess and understand underlying impacts that the change is having or is likely to have on staff, the organisation or the broader culture.

Our team believe that change must be brought about in a structured manner. We look to minimise risk and resistance using targeted and timely communications; establishing two-way communication flow; analysing impacts at an individual level; addressing knowledge and support gaps; and embedding change expertise across your organisation.



Change will be most effectively achieved by empowering and enabling your greatest asset - your people.

Our offerings

Our Change Management team supports organisations to take a people-centered approach to change and focuses on bringing individuals and teams along the change journey, achieving high levels of engagement and adoption.

The Change Management service line within Grant Thornton Business Consulting assists clients in a number of key areas including:

01 Organisational Change Management

Our team will help you to acquire the necessary skills and to develop unique strategies to embrace change. Our goal is to support individuals and teams through periods of change in order to increase overall engagement in the process, leading to higher adoption and usage rates and less resistance from those impacted by the change.

02 Strategic Transformational Change

Organisations are developing faster and adapting to more complex and cross-functional change due to societal, political, technological changes. Our team will partner with you to establish a tactical strategy, partnering with you to drive the change agenda in order to realise organisational goals, objectives and to add value to your organisation.

03 Change Management Office (CMO)

Embedding a culture of change within an organisation readies your teams for both current and future change. Our team will work with you to create a support structure for change, establishing a change community and developing team capabilities, transferring knowledge and assisting you to develop and sustain new behaviors and ways of working.

04 Operational Excellence

There is no 'one size fits all' approach when it comes to managing change. Our suite of services can be tailored to your individual needs, including:

- stakeholder management, engagement and communications;
- impact and readiness assessments;
- benefits realisation planning and execution; and
- training development and delivery.



We support organisations to achieve their objectives by engaging impacted individuals and inspiring their adoption of a new way of working.

Our team

Grant Thornton's team of qualified change management practitioners have a wealth of experience assisting both private and public sector clients across a broad range of industries.

Our dedicated team will deliver a process-driven, people-centric approach that aligns to your needs, addresses core challenges facing your organisation and assists in embedding best practice solutions.

Our team of change experts have the expertise and experience to deliver and exceed your expectations.



Key contacts for our dedicated team:

At Grant Thornton, we can meet you to tailor a complete end-to-end solution that suits the diverse needs of your business. Please do not hesitate to call a member of our team to discuss your options further.



Elaine Daly

Partner, Head of Business Consulting
T +353 (0)1 680 5895
E Elaine.Daly@ie.gt.com



Grainne Shine

Associate Director, Business Consulting
T +353 (0)1 433 2413
E Grainne.Shine@ie.gt.com

Offices in Dublin, Belfast, Cork, Galway, Kildare, Limerick, Longford and Isle of Man.



[grantthornton.ie](https://www.grantthornton.ie)

© 2022 Grant Thornton Ireland. All rights reserved. Authorised by Chartered Accountants Ireland ("CAI") to carry on investment business.

'Grant Thornton' refers to the brand under which the Grant Thornton member firms provide assurance, tax and advisory services to their clients and/or refers to one or more member firms, as the context requires. Grant Thornton International Ltd (GTIL) and the member firms are not a worldwide partnership. GTIL and each member firm is a separate legal entity. Services are delivered by the member firms. GTIL does not provide services to clients. GTIL and its member firms are not agents of, and do not obligate, one another and are not liable for one another's acts or omissions. This publication has been prepared only as a guide. No responsibility can be accepted by us for loss occasioned to any person acting or refraining from acting as a result of any material in this publication. (77)