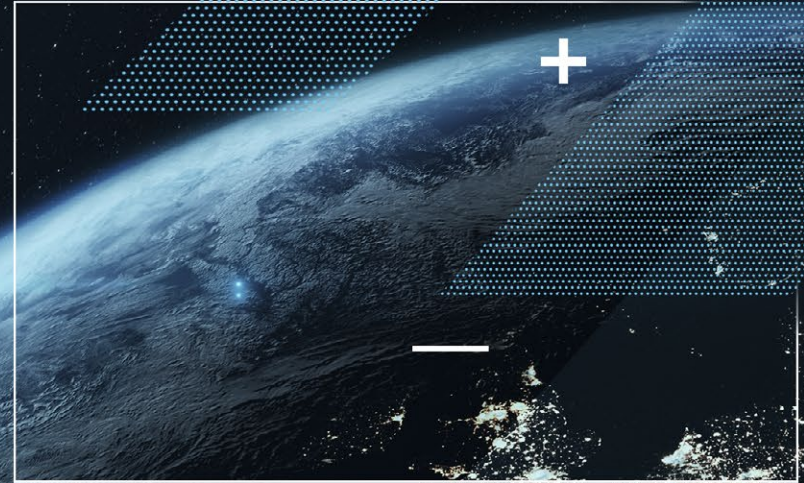


ENABLING TRANSFORMATIONAL CHANGE THROUGH CUSTOM LEARNING PROGRAMS



Ardent

Change Management is the practice of rapid and successful change to sustain desired outcomes.

Most organizations today have change management processes in place; few have assessed how effective these functions truly are.¹

For any major transition to succeed, employees need to understand the value, step up to the challenge, and grasp the knowledge and skills required to thrive in the new environment.

Ardent supports adaptive and transformational change initiatives by identifying, outlining, and implementing the most impactful learning strategies and tactics to minimize change impacts, support employees, and shorten the timeline back to a steady operational state.

Our solutions enable the adoption of new ways of working and promote sustainable new behaviors.

¹ <https://hbr.org/2017/11/what-everyone-gets-wrong-about-change-management>

How Training Compliments Change Management Efforts:

INCREASES CHANGE MANAGEMENT EFFECTIVENESS

Studies consistently report that about **three-quarters of change efforts fail** to deliver the anticipated benefits or are abandoned.² That statistic has changed very little since John Kotter wrote his influential paper on “Leading Change” more than 25 years ago. What has changed over the years for successful change efforts is the willingness to budget for training planning and delivery. Ensuring you have a training plan in place has proven to decrease the time back to a steady operational state while improving the likelihood of a positive ROI for change management initiatives.

CREATES A TANGIBLE CHANNEL FOR EMPLOYEE ENGAGEMENT

In addition to a thoughtful communication strategy that keeps employees aware and informed of what’s going on, access to training is a great way to keep your employees engaged throughout a change management effort. Whether it’s through short explainer videos or more complex eLearning modules, training can boost overall productivity related to the change and help retain employees – creating a stronger sense of community within organizational cultures.

GIVES FAITH IN THE CHANGE EFFORT & LOWERS EMPLOYEE ANXIETY

Simply put, confident employees are engaged employees. When employees know they will be trained on the skills needed to adopt a change, their confidence in the change management effort increases while their anxiety around the impact to their jobs decreases.

SHOWS THE COMPANY IS INVESTED IN ITS PEOPLE

When employees feel their company is investing in their future, they feel empowered, gain a sense of job security, and can focus on their day-to-day workload more intently. Additionally, it shows the employee that the company cares about creating an environment for feedback, sustained learning, and reinforcement of skills needed to be successful.

² <https://hbr.org/2007/01/leading-change-why-transformation-efforts-fail>

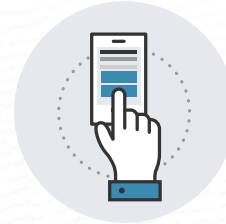


TRAINING DELIVERABLES THAT SUPPORT CHANGE



eLEARNING

eLearning fits easily into any change management L&D strategy by offering engaging content options and adaptive, flexible delivery methods.



MOBILE LEARNING

Mobile learning gives learners control. They can receive optimized, custom content that's accessible at all times on their mobile devices.



ILT/vILT

Learners often prefer instructor-led training because of its hands-on environment, in person or virtually.



VIDEO

Video learning addresses the different needs of various learning styles, such as visual and auditory learners. It can also be leveraged for quick-hit awareness communications to employees about the change and expected benefits.



MICROLEARNING

Microlearning can be used in a blended learning solution and applied to several learning experiences and delivery methods.



REFERENCE MATERIALS/JOB AIDS

The right resources accelerate the knowledge transfer process and reduce employee errors. They can also serve as excellent tools to increase retention or recall during on-the-job situations.

WHY ARDENT?

Ardent specializes in facilitating successful business transformations, maximizing the return on organizations' change management investments by improving the competency and productivity of employees and end users.

Our solutions enable the adoption of new ways of working and promote powerful new behaviors, ultimately helping flatten the change curve.



Let's Manage Change Together

Ardent can help ease the burden of impact on your organization through the delivery of thoughtful custom learning solutions focused on your most important asset, your people.



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