



# CHANGE LEADERSHIP FOR PROJECTS

The Kamaleidos solution to organizational change management is grounded on the principle that change leadership is implemented at the project level. As we define our scaled change interventions at the project level, we determine the framework that will allow for multiple variations based on the nature of our projects and the needs of our clients.

1 *Our framework identifies 3 types of roles when it comes to change.*



2 *In partnership with Project Managers, Kamaleidos focuses on leading and advising on the implementation of Change through People: influencing leaders and engaging change recipients to adopt the change.*



3 *Whether Waterfall, Agile, or a scaled Hybrid project approach: the applied People Change Management strategies and tactics must always look at PEOPLE first so business can claim the desired benefits realization.*



4 *Change Leadership is about driving the desired project outcomes by applying the best people practices for adoption: from stakeholders impact analysis to communications, training, and engagement.*





# LEADING CHANGE THROUGH PEOPLE IN PROJECTS

When it comes to leading change in a project environment, the stakeholders impact analysis is the foundational work to design the strategy and tactics that key project change agents will implement to ensure a successful outcome.

## 1 Applied People Change Management under the project framework.

