



Business Consulting in Canada

Strategic Culture and Change Solutions

Effectively manage the human side of transformation projects

Accelerate adoption, increase overall engagement, and improve the benefit each and every employee realizes from a change, increasing the ROI your projects deliver.

The challenges of our clients

In recent years, organizations have been facing a constantly changing environment that has resulted in many transformations in order to evolve business models, working methods, governance, systems, and processes.

In the face of this frenetic rhythm, organizations are confronted with numerous challenges in implementing these transformations:

- ✓ Lack of alignment between IT and business lines.
- ✓ Teams that are not always ready to transform, leading to demotivation and disengagement of employees and managers.
- ✓ Teams working in silos, lack of communication
- ✓ Roles and responsibilities not clearly defined and not necessarily aligned with the corporate culture.

The human dimension of a transformation project is often one of the most complex and neglected variables.

A common denominator to successfully achieve transformation objectives: PEOPLE

Companies that are successful with their transformation assess the **people dependency required for success**.

Most project benefits are tied to people's adoption and usage.

The organizational culture must align and support any shift to strategic direction to ultimately sustain the change.

Benefits realization increases when the people side of change is addressed effectively.



Key trends

Source: CGI Voice of Our Clients 2022

90%

of Canadian organizations have a digital strategy in place but only **15%** are producing results.

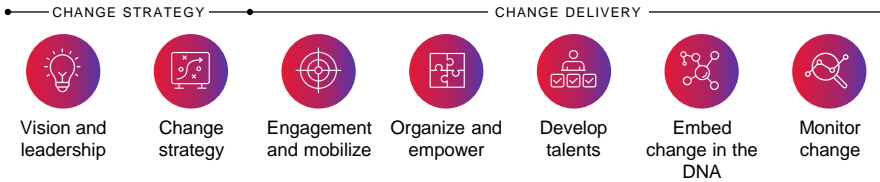
60%

of Canadian organizations mentioned that cultural change is the main impediment to their transformation.

Organizations that use best practices and a structured change management approach improve the conditions for the success of their projects.

How we can help

One of the main reasons projects fail is because the scale and complexity of change is underestimated. CGI partners with leaders to help identify the impact change will have and develop strategies to help your teams navigate the change and mitigate risk and resistance.

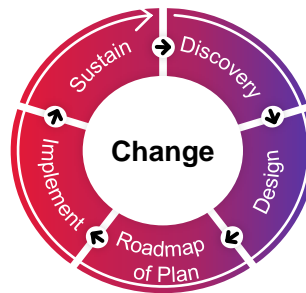


We provide leaders with the support needed to achieve their transformation vision, helping collaborators move from intent to action, and the momentum to lead the business on the path of transformation.

A people-centric approach

As a trusted partner, CGI designs and implements plans to ensure teams are prepared, willing, and able to thrive as the organization achieves its vision.

Excellence in the management of the human side of change will:



Accelerate adoption

Achieve higher ultimate utilization

Improve the benefits and experience people realize from the change

Increase the ROI your project delivers (being on time and budget)

Our strategic culture and change solutions focus areas

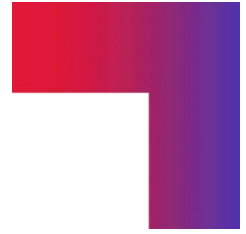
- ✓ Stakeholder management
- ✓ Assessments
- ✓ Benefit realization
- ✓ Communications
- ✓ Change management strategy & plan
- ✓ Planning and risk management
- ✓ Transition support
- ✓ Training
- ✓ Change readiness

Examples of how we help clients adopt the change

- 1 Organizational change management
- 2 Evolving organizational culture
- 3 Change leadership development
- 4 Agile methodology implementation
- 5 Transition to a hybrid work model
- 6 Establishing a cybersecurity culture
- 7 Change and user experience

Clients trust us

Helping a Canadian financial institution set up a data-first culture.
[Read the story](#)



Why work with us?

We focus on the “real” cost of change with proven solutions to guide and accelerate your transformations, doing the right thing, in the right way for you and your team. We provide:

- An end-to-end approach
- The ability to build change, together
- The expertise to drive digital change
- An approach focused on people, processes, and technology

About CGI

Insights you can act on Founded in 1976, CGI is among the largest IT and business consulting services firms in the world. We are insights-driven and outcomes based to help accelerate returns on your investments.

Across hundreds of locations worldwide, we provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

For more information about our Business Consulting services in Canada, visit cgi.com.