G·CUBE
AN MRCC GROUP COMPANY

Agile Organizational Change Management For Sustainability of change

Prepare regular data-backed 'before' and 'after' reports.

Deploy Adaptive learning multi-modally. (Based on data from (3) and (4)).

Conduct regular competency-based assessments.

Conduct regular change readiness assessment.

Reinforce prior learning.

Enable use of performance support tools.

LISTEN AND RE-ASSESS: This is when we pause, reflect, reward, and improve our approach. 04 STEP

Conducting competency-based assessment.

Conducting change readiness assessment.

Tracking the organization change management dash-board on the LMS.

Enabling the usage of the change management enablement application.

Deploying the learning multi-modally.

03 STEP **DEPLOY:** In this stage, G-Cube implements the strategy by:

Create a plan to overcome change resistance.

Develop a marketing strategy for 'learning'

Create an organizational change management app.

Procure all the subject matter inputs.

Delineate the job-based, cohort-based, and formal learning.

Create a custom design strat-egy for each learner's profile.

Establish the project management plan

PREPARE : Get the core crew together. This core team devises the overall strategy. 02 STEP

Ex. review stakeholders, cohort intervention coaches, develop-ment team members. They all work with the client's change management team.

Creating a plan to overcome change resistance.

Assessing change readiness

Creating learner paths

Refining intended impacts into learning goals.

01 STEP **ASSESS:** G-Cube helps envision the desired state:

SAM

ADDIE

Kolbe's Experiential Learning Theory

70:20:10 Model

Cathy Moore's Action Mapping

Clark Quinn's The Serious eLearning Manifesto

Backward Design Methodology

Pedagogical Principles Used