

CELERANT CHANGE CLUB

A unique Club for masters of change



**Confronting the problems
of change**

Shedding new light on the issues

Formulating tangible proposals

Exchanging best operational practice

Enriching your professional network

Changing

business

for good

Nicolas Pinglot
Club President & Principal Manager,
Celerant Consulting

Differentiating yourself in an increasingly complex world, continuously improving financial performance, releasing human potential, demonstrating operational dexterity, innovating and reinventing relationships with partners and customers – these are the challenges that face decision-makers today.

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To meet these challenges many corporations are launching huge change programmes. They may require investment levels which are modest in relation to their expected impact (on average 0.1% of corporate annual income), but being able to efficiently manage change and adapt to permanent transformation gives corporations an undeniable competitive advantage.

According to business leaders however, only 56%* of change programmes are effective. Why do so many fail? The most common reason is that they fail to win the hearts and minds of employees, to gain their buy-in surrounding the changes required and to implement the strategies and actions decided upon.

For members of the *Celerant Change Club*, Change Management is a primarily a life science, a human adventure. To become a more accomplished master of this art, we are able to diversify experiences, become acquainted with different tools and methods and read the numerous volumes written about management etc. Over the years I have become convinced that if there is a genuine desire to progress, sharing experiences and points of view must be an essential ingredient.

This is the mission and the aspiration of the *Celerant Change Club*.

*December 2010 Celerant Consulting - Economist Intelligence Unit Survey.

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A CLUB DEDICATED TO THE PROBLEMS AND OPPORTUNITIES OF CHANGE

Change Management is a major strategic issue for companies. It's a subject that spans the spectrum of society from business professionals, to academics to journalists and other influencers. It's also what Celerant Consulting has delivered for many of the world's leading companies over the past **24 years**. It was therefore a natural step to create the *Celerant Change Club*, a community of change agents and the perfect forum where Change Managers from multi-national corporations and medium sized companies can share their issues, ideas and experiences.

First launched in France at the **end of 2008**, the *Celerant Change Club* is an interactive network of professionals who are motivated around change.

Our objective is to share both experiences and best practices within the context of each person

and to enable participants to take stock of a subject where constant adjustment is vital and the opportunity to stand back from the normal business day can reap great benefits.

The *Club* is a **neutral zone** where members can confront their own challenges with help from other specialists and practitioners and discover new ways to prepare for them. These exchanges will also enrich the commitment of your own hierarchy lines to confront the problems of change.

The *Club* is open to all managers who have experienced a business transformation project, with or without the help of Celerant Consulting. We welcome representatives from all economic sectors, all managerial functions, organisations of all sizes, as well as other profiles such as teachers, journalists and key influencers.



A CLUB TO INSPIRE AND CHALLENGE CHANGE PROTAGONISTS



What current members think



Isabelle Domergue
New Build Projects Competitiveness & Execution Preparation Director, Areva.

Mutual Gains

We always gain something from *Club* meetings. We improve ourselves when we talk to our peers. This is especially true for Change Management as we engage the human part of a company. Change is science of the alive. In this *club*, I get new and fresh ideas on change.

We all want to learn from each other and get pleasure to meet other change managers. We discover we have the same issues and don't feel alone. Respect of others, openness, tenacity, passion and conviction are some of the values that draw us together.



Tanguy Appert
Global Hub Change Management Leader, Dow Chemical

New Perspectives

Being part of the *Celerant Change Club* is extremely rewarding. All the members are accustomed to working with a sense of urgency and at a sustained pace. The group gives us the opportunity to stand back from our assignments and to ask ourselves the strategic questions. And the discussions amongst professionals who come from very different companies help us to reposition ourselves, to strengthen some of our arguments and to reinforce our points of view, providing so many ideas that we can then reinvest in the field.



Nicolas Orfanidis
CFO, Siemens Mobility Rail Automation SAS

New ideas

The *Celerant Change Club* enables us to meet professionals from totally different business sectors with whom we are able to share our common experiences about change. These exchanges are a source of ideas that we could potentially apply to our own activities. The *Club* is also a framework that encourages reflection. It enables us to stand back from our daily work and get a real handle on the problems of change in all their diversity.

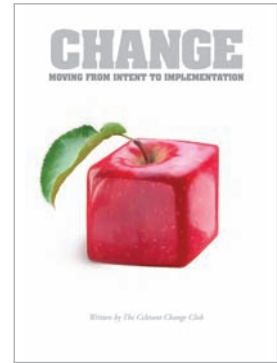


Régis Brchet
Supply Chain Manager & Deployment Champion Six Sigma Black Belt, SKF

Best Practice Exchange

Above all, I think the *Club* provides a highly enriching opportunity for experience sharing with other professionals facing similar situations. We also share our best practices concerning complex issues, which helps us to advance in our business. The *Club* broadens my vision of things, as it helps me take a step back from the day-to-day.

THE CORNERSTONES OF THE CLUB



A cycle of workshops

Quarterly working sessions with 10 – 15 participants focusing on:

INSIGHTS that highlight one specific aspect of change illustrated by **TESTIMONIALS** to specify the problems in the field, for example:

- How to manage change in a LEAN approach?
- Behind the scenes in a hospital: How to devise and conceive a change programme in a hospital environment?
- Strategic functions – To centralise or decentralise?
- Jostling hierarchies to reveal talents: transition towards an empowerment model.
- What are the brakes and key success factors of a change programme?
- What's the best way to implement change with suppliers?
- How do you handle the change manager and the last word syndrome?
- How do you support R&D personnel in strategic change at an R&D company?

A series of publications

Summaries

All the exchanges and debates developed during the workshops are transcribed after the sessions. These summaries are best practice guides which propose tangible and operational solutions to problems in the field.

Survey

Since 2008 we have conducted surveys on change management in businesses in partnership with The Economist Intelligence Unit.

Books

Resulting from exchanges of opinion and constructive confrontation of ideas between change protagonists from totally different sectors, our publications aim to feed thought-processes and propose examples of best practice in change implementation.

"CHANGE: Moving from intent to implementation" is the first book edited by *Club* members. It has three main parts: Stakes and scopes of change – People who act and commit – Winning approaches and tactics. The result of years of rich and varied experiences, it's full of stimulating testimonials and provides an invaluable commentary for any executive or practitioner to follow when implementing a change programme.

IT'S EASY AND REWARDING TO BECOME A MEMBER

The Celerant Change Club is a non-profit making association. There are no entry fees or annual subscriptions.

The membership process is fast and easy.

To register, all you need to do is:

- Be co-opted by an existing member of the Club.
- Make contact with one of the officers of the Club.

Membership entitles you to:

- Participate in the workshops.
- Present an insight.
- Propose a testimonial during a working session.

- Share your thoughts by contributing to Club publications.
- Be the first to receive the results of surveys by Celerant Consulting in partnership with the Economist Intelligence Unit surveys.
- Co-opt new members yourself.

If you're interested in exploring the Club in more depth, why not participate in a workshop? If you like what you see, all you do then is return the membership form.

**B E I N G
A MEMBER IS
TO BELIEVE
IN THE CREATION
OF VALUE
THROUGH
THE HUMAN
FACTOR .**

Come and *share* the experiences of the Celerant Change Club

For any more information, please contact the Club officials.

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