

HOW WE CAN HELP

Our key service areas are:

Change | Agility | Inclusion | Leadership

Our expanded service menu includes:



ABOUT US

ChangeFlow Consulting, a boutique management consulting firm, builds agile and inclusive organizations. ChangeFlow works with clients to co-create culture-specific solutions, and practical and measurable business outcomes. Founded in 2006, the firm opened the Singapore office in 2011, furthering its mission to become a global practice.

ChangeFlow methodology uniquely combines organization development, change management, project management, and inclusion practices. Our strengths lie in uncovering gaps between strategy, culture, and systems; facilitating team and cross-department collaboration; and building organizational capacity for change.

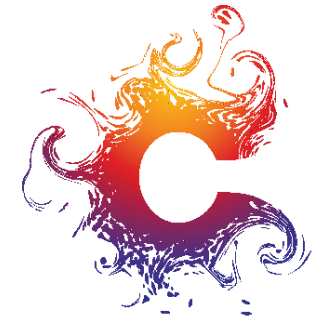
ChangeFlow began in service to non-profits—bringing structure to mission-driven and people-centric organizations. Over the years its portfolio has grown to accomplish numerous change projects across sectors, industries, and organization size.

CONTACT US

Denise Morris Kipnis, MSOD
Founder and Principal
+65 8499 9434

+1 (650) 793-1215

denise@changefflowconsulting.com



CHANGEFLOW CONSULTING

Anticipate and thrive in change

Singapore | Unites States

<http://www.changefflowconsulting.com>

METHODOLOGY

Our approach to change is interdisciplinary.

While you may encounter firms that use one, or maybe even two of the boxes below, ChangeFlow uses all four to build capacity as well as solving the business problem at hand.



- **Organization Development.** Applying behavioral science for long-term, systemic change; and organizational effectiveness
- **Culture & Inclusion.** Removing barriers to unleash employee contribution and engagement
- **Change Management.** Facilitating short-term organizational change
- **Project Management.** Tracking the progress and scope of organizational change

HOW WE WORK

We leverage your existing resources.

Our aim is to transfer change and inclusion skills to the client system. We do this by engaging the system in its own problem-solving and specifying desired behaviors. Also, internal teams are used to leverage existing subject matter expertise and provide stretch development for staff.



- **Co-Creation.** Involving the client throughout diagnosis, design, and execution
- **Real Teams.** Forming cohesive, invested, and cross-functional teams for robust problem solving
- **Internal Communications.** Building channels to support behavioral change and promote desired culture
- **Feedback Loops.** Leveraging stakeholder feedback to engage the system and test cultural fit

SAMPLE PROJECTS

New Initiatives

- **Performance Management.** Administer readiness assessment and develop change management model to implement shared strategy, performance metrics, and budgeting across several municipal entities
- **Internal Communications.** Strengthen viability of Intranet as an organizational culture-building tool, as well as a services and informational portal

Midstream Support

- **Change Communications.** Craft and cascade key messages globally to support an enterprise-wide business transformation project (SAP implementation)
- **Flexible Working.** Integrate diverse regional and local perspectives and needs of managers to revitalize enrollment and communications strategies

Program Management

- **Leadership Development.** Architect and administer a culturally sensitive, enterprise-level leadership development program, sustainable without Human Resources support
- **Portfolio Management.** Post-program evaluation, mentor teams and manage scope, schedule, deliverables, and progress across multiple strategic initiatives
- **Strategic Diversity Management.** Design, support, and implement regional initiatives; determine culturally relevant interventions for promoting inclusion throughout the business