

Overcome the Transformation Deficit

Sample four-month engagement



Month 1

Expert Guidance

Service Planning Kickoff Call

Meet your service team. Identify initial Gartner support — Advisory conversations, diagnostics, etc.

Expert Guidance

Team-Owned Change Management

Meet with a Gartner Executive Partner to review obstacles and opportunities of team-owned change and discuss the implications for your organization.

Actionable Insight

The Transformation Deficit

Rethink your formula for transformation success to harness employee energy in a more targeted way and realize performance and productivity gains.

Must-Attend Events

How to Identify, Fix and Prevent Change Fatigue

Watch this webinar to learn about Gartner's Change Fatigue management framework, a critical enabler of employee wellbeing and resilience.



Andrea Holzman
Account Executive



Debbie Lynch
CHRO Executive Partner



Month 2

Decision Tools

Tool: 4 Steps to Identify Change Fatigue Risk

Start proactively measuring change fatigue risk across the enterprise so that your business partners can help leaders make fatigue informed decisions.

Must-Attend Events

Increase Change Management Success With an Open-Source Approach

Increase the probability that your *planned* changes are successful by up to 14x by making more inclusive change strategy decisions and shifting ownership of implementation planning to employees.

Decision Tools

Ignition Guide to Successful Change Management

Cherry pick the most relevant tools from Gartner's comprehensive change management toolkit to upgrade your team's approach to executing planned change.

Expert Guidance

Improve Change Management Strategy

Speak with a Gartner Expert to improve draft versions of your change management strategies and implementation frameworks.



Jerome Mackowiak
Director, Advisory



Month 3

Actionable Insight

How to Convince Leaders to Change Their Behaviors

Get critical advice into how to effectively convince enterprise leaders at your organization to adopt new change leadership behaviors, by leaning into leaders' key qualities.

Expert Guidance

Prepare for the C-Suite

Meet with a Gartner Executive Partner to craft a compelling presentation of your organization's new approach to change management and how to reduce change fatigue.

Expert Guidance

Resource Change Management in Your Function

Speak with a Gartner Expert to learn our six design imperatives for best in class change management COE design for scaling change impact.



Debbie Lynch
CHRO Executive Partner



Jerome Mackowiak
Director, Advisory



Month 4+

Must-Attend Events

Managers' Role Leading Their Teams Through Change

Learn how unlock the best change leadership from your middle and front-line managers by asking them to be resilience builders, not change champions, reducing their fatigue risk and increasing team performance.

Decision Tools

Tool: Four Manager Best Practices for Leading Change Management

Equip managers to lead their teams through changes such as restructures, M&A and digital transformation.

Actionable Insight

Equip HRBPs to Effectively Lead Change Management

Learn how to make executing planned changes in an open-source fashion accessible to your HRBP population, as they will be key to scalable change management impact.

Decision Tools

Toolkit: 3 Steps to Preventing Change Fatigue

Use these tools to lay the foundation for taking your organization's change management culture and skills to the next level.