

**To truly transform an organization, a significant amount of behavioral change must take place. Law departments that put their people at the center of such transformation are consistently more likely to deliver successful outcomes.**

UnitedLex has developed a proven approach to change management specifically for corporate law departments. Our team of experts help to facilitate change and drive adoption and use of updated processes and systems by engaging those most affected by the transformation early and often. Each

program we deploy focuses on an integrated stakeholder communication and training strategy that is customized for the client.

With years of experience in implementing change across global law departments, our methodology is comprehensive and easily applied to your organization, regardless of size, geography or industry. The resulting assessments, approach, and tools have been purposefully created with one goal in mind: to give your law department the flexibility and control to use these resources on your own unique projects when you need them most.

#### OUR CHANGE MANAGEMENT APPROACH

- ✓ Evaluates current risks and willingness to change
- ✓ Reduces the pressure on the project team to deliver change alone
- ✓ Identifies and overcomes key barriers to change
- ✓ Engages and empowers change champions
- ✓ Assists with managing resistance to change



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#### LEADING THE CHANGE

##### Project Initiation

During a planning workshop, we will solidify the project approach, including timing, resource involvement, and change goals, based on your specific needs.

##### Leadership Alignment

Our team will gather input from key project stakeholders about expectations, critical needs, metrics, barriers to change, and desires to transform behavior and perspectives.

##### Change Management Facilitation

We will work with your legal department and other change champions within your organization to define the change, design and build necessary communications, processes, and relevant materials to support the change, and host workshops to drive change within your organization.

##### Sustain the Change Effort

After facilitating the change effort, our team will provide materials and resources you can reference to sustain the change well into the future.