

If you're introducing important changes to your workforce and you're not sure how it will be received, ask yourself:



Soteris Consulting provides expertise focused on communicating change to large internal populations.

- Do you need to move through this change quickly?
- Will employees resist?
- Can you sustain their trust and engagement?

Make the most of the opportunities that come with change. Soteris Consulting has solutions to help.

We consistently outperform industry standards across communication challenges that include:

- Health benefit changes
- 401(k) and retirement education
- Pension and post-retirement benefit changes
- Compensation, salary band and job title restructures
- FLSA changes tied to exemption status
- Executive and employee incentive programs
- Performance management changes
- Policy changes tied to PTO, timekeeping, tobacco, correction action and others
- Recruiting, Day 1 orientation and onboarding
- Employee engagement
- Wellness incentives
- Service delivery model changes
- Workforce actions, including layoffs
- Diversity and inclusion
- Strategy and mission, vision, value campaigns
- Mergers, acquisitions and employee integrations
- Executive leadership changes
- Internal rebranding efforts
- Corporate reorganizations
- Critical behavioral change, such as handwashing in hospitals
- Large-scale IT implementations
- Customer satisfaction, quality and cost-reduction efforts

To succeed across these change efforts, we specialize in the following consultative services:

- Strategic communications planning to manage the flow of change
- Tactical communications planning to make implementation easy
- Channel, stakeholder and change impact analysis
- Communication effectiveness training for managers
- Best practices in business communications for high-impact messages (BLOT)
- Writing style guides and templates to support small communications teams
- Messaging for diverse, differently abled audiences
- Enhanced meeting ROI for all-employee and all-manager meetings
- Internal community development

75% OF ALL CHANGE EFFORTS FAIL

What makes Soteris Consulting different?

Learn about tactics like:

- The magic 51 percent
- Why three is too many
- Changing behaviors, not cultures
- The opportunities in employee resistance



Change experts cite human factors as the main culprit. Better communication can make the difference between business success and failure.

Contact Soteris Consulting today.