

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.**