



News release

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<i>Pages</i>	2

Data, design and digital are driving rapid transformation of change management

PwC rated as a Vanguard Leader by ALM Intelligence

Change management is in the midst of a rapid and significant transformation.

As companies develop a capability for change that becomes part of their DNA, the time, resources, and resistance typically associated with change management, will give way to a more agile business model, where change is the norm, that's according to ALM Intelligence's latest *Change Management Consulting* report [March 2016].

The driving forces behind this transformation are data analytics, design thinking, and digital technology. Together, these three developments are impacting every phase of the change lifecycle, leading to greater, more immediate benefits.

The report also looks at the change management consultants who are best prepared for this transformation. These providers are helping organisations to adopt and embed new approaches to process design and talent management, giving companies the capacity to seize opportunities faster than the competition and raise employees' comfort with changing priorities.

The report rates PwC a Vanguard Leader in this area, naming it one of the leading providers of change management services globally.

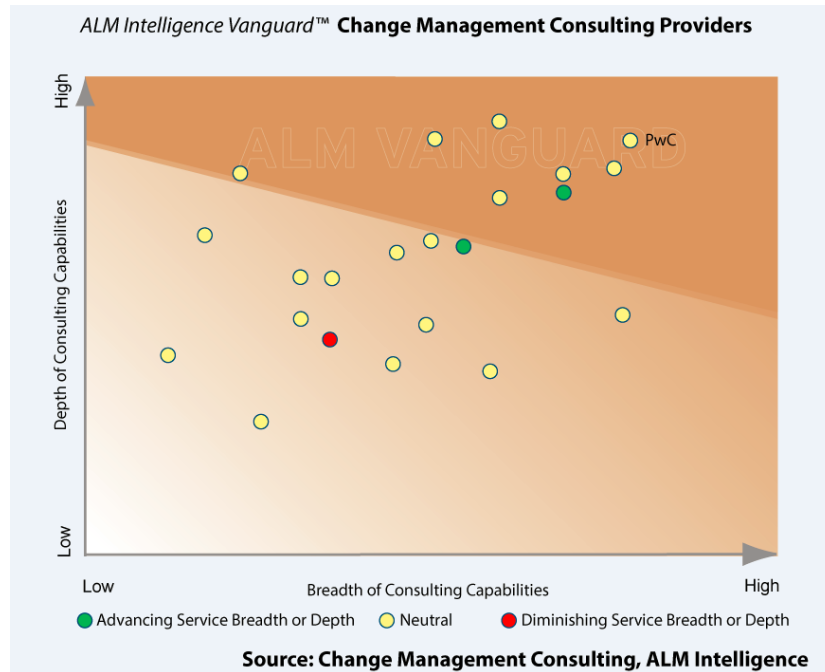
The report recognises how PwC's Best Fit change approach is grounded in rigorous analysis and data-driven insights and complemented by leading research in the areas of organisational culture, change, leadership, informal organisation, and motivation.

Liz Devito, Associate Director and Lead for Human Resources Consulting Research at ALM, and author of the report, noted that PwC's breadth and depth of its change consulting capability enable it to deliver on the firm's strategy-to-execution value proposition. She commented:

“PwC has maximised its investments in strategy, digital, and design consultancies to meet clients' needs for creative change communications, collaboration platforms, and diagnostic tools.



“Client feedback is consistent and positive around PwC’s ability to adjust its consulting approach to different regional and corporate cultures, engage C-suite stakeholders, integrate into the client’s project team, and deliver on time.”



Commenting on achieving the Vanguard rating, Bob Gruman, Global Leader for PwC’s Change Management capability, commented:

“Organisations are under huge pressure to remain relevant and viable in the face of disruptions caused by demographic shifts, technological breakthroughs, and diminishing resources. The need to therefore transform structures and processes is essential to competing in the 21st century, with people analytics and data-driven insights driving a kind of organisational fitness for change.

“It’s now possible to detect patterns in how change unfolds, such as understanding how stakeholders shift throughout the change journey. Being able to anticipate and make decisions based on data puts leaders in a stronger, more defensible position to handle unexpected change when it comes along.

“Being recognised as a leading, global provider for change management, is testament to the investments we have made in our strategy, digital, and design consultancies. We are particularly pleased that our rigorous analysis, data-driven insights and leading research have been acknowledged, as these are the tools that will drive the transformation of how change management is embedded by companies in the future.”

*ALM Intelligence, formerly Kennedy Consulting Research & Advisory.



Notes

1. For more information about how PwC helps its clients with their change management strategy visit www.pwc.com/people
2. To find out more about how PwC has been evaluated by leading business, technology and industry analysts visit pwc.com/analystviews
3. At PwC, our purpose is to build trust in society and solve important problems. We're a network of firms in 157 countries with more than 208,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com.

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