



Change Behavior. Drive Technology Adoption.

TECHNOLOGY IMPLEMENTATIONS REQUIRE CHANGES IN BEHAVIOR.

We know from our experience working with companies who are implementing technology that the right behaviors are directly linked to adoption of the system. Behavior is what people say and do at work. Nothing changes until behavior changes.

The process starts with senior leadership and the project team. There must be alignment between these two groups from very early on and throughout the project. Sometimes the project team is so consumed by just getting the system up and running that they lose sight of how significant a change this is for employees and managers.

That is where ALULASM comes in. We use our behavioral change methodology to enable the organization to deploy technology and gain sustainable adoption by applying a common process, strong communication planning, and targeted education for employees and leaders.

This science-based behavior change process is easy to understand, scalable, flexible, measurable, and repeatable.



Don't Leave Technology Adoption to Chance.

Companies invest heavily in new technology, which is critical to their success. Don't risk this investment by leaving technology deployment to chance. ALULA's behavior-based approach addresses the challenges associated with technology and contributes to successful implementation and adoption. We will help you address a variety of challenges, including:

Ongoing alignment between the project team and senior leadership

Volume of change going on at the same time in the organization

Most implementations require significant behavior and culture change, which is typically underestimated by the project team

Number of decisions that need to be made in a condensed period of time

Impact and change required to HR and Talent processes (i.e., payroll, performance management, compensation)

Heavy communication needs and resources

Project team resources and priorities

WHY TO ENGAGE ALULASM.

- Over a quarter of a century experience with change management and behavior change
- Deep knowledge of functional areas and how they work
- Current understanding of best practices across various companies and industries
- Successful technology implementation/deployment experience
- Ability to partner with system integrators throughout project
- Science-based understanding of why implementation and adoption of new systems do not achieve their desired results
- Proven methodologies that are customized to each organization's unique situation to obtain and sustain adoption of technology

CLIENT SPOTLIGHT

In one global pharmaceutical company, ALULA worked with the technology implementer to ensure adoption. The results speak for themselves.

80% of people managers accessed Workday® in first 30 days

60% of employees accessed Workday® in first 30 days with no event forcing them into the system

15,000+ business processes initiated in first 30 days



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