
Change Management

Mieloo & Alexander Business Integrators

Mieloo & Alexander Business Integrators is a consulting firm specialising in technology enabled business improvement. We successfully design, plan and implement solutions and transform your organisation to achieve sustainable competitive advantage.

We have years of experience, in-depth knowledge of your business and technology and a true hands-on, get it done mentality that has resulted in strong and lasting client relationships.

The professionals working out of our Rotterdam office on projects across Europe deliver outstanding client service, measurable results and satisfied customers.

The Need for Change

Changes in the competitive landscape force companies to constantly look for cost reduction or improvement potential, or even to re-invent themselves completely. In today's automated business environment, this inevitably results in changes to the organisation's IT infrastructure.

Paradoxically, in such cases companies tend to focus more on the technology itself than on the organisational aspects of change. This is because technology is much more tangible than organisational change, or change management is regarded as too 'soft'.

In our experience, neglect of basic change management principles accounts for many unsatisfactory improvement or change initiatives, or even for outright disasters, such as extended periods of reduced business performance. Business change management becomes even more essential as organisations increasingly integrate with other parties with potentially conflicting interests, for example in supply chain initiatives.

Business Change Management Changed

It can be different! Based on many successfully completed projects, Mieloo & Alexander has developed an extremely pragmatic and concrete method for Business Change Management and Execution (BCME).

The BCME method is embedded in our project management method, or can be easily added onto propriety methods at very limited additional effort and cost. BCME is completed with a module Business Change Preparation (BCP) that greatly strengthens the concept when jointly deployed.

Effective and Efficient Change Management

BCME comprises five components that are embedded in an (existing) project.

Distinctive are:

- Change implementation - quantifying and implementing changes at process and job level;
- Control implementation - identifying process risk and developing control measures to mitigate them;
- Organisational redesign - redesigning organisations, based on change and risk analyses.

The BCP module supports (top) management paving the way for business change management and execution. A limited number of workshops result in the six Basic Change Requirements (BCRs) made specific to your situation. These BCRs are the basis for the Change Preparation Plan and constitute the control framework for all communication to the stakeholders of the change initiative.

Long-lasting Client Relationships

Mieloo & Alexander works for a variety of multinational clients on projects across Europe. In recognition of our ability to successfully manage our client's change processes, we have built long-lasting relationships with companies such as Sony Benelux, Forbo Group and Hunter Douglas Europe.

For further inquiries, references or a more detailed description of our services, clients and case studies, please visit us at www.mielooandalexander.com or contact us at info@mielooandalexander.com.