



Learning
Solutions

Judge Organizational Change Management

Transform your business with custom change strategies that foster greater success.

Successful transformation hinges on people, yet many change initiatives fail by overlooking the human side of change.

Judge ensures your strategies translate into real results by guiding people through the process—not just launching change, but making it stick. With Judge, your change is managed with clarity and confidence, turning investments into lasting outcomes.

We support clients through all types of transformations:

- New technology implementations and rollouts
- Mergers, acquisitions, and spin-offs
- Business process redesign
- Cultural transformation
- Enterprise-wide strategic change
- Ongoing change capability building

Judge offers the full spectrum of organizational change management (OCM) services, from strategic consulting to tactical execution, tailored to your needs.



WHY CHOOSE JUDGE?

Instead of imposing rigid frameworks, we adapt to your needs. Our change leaders, with decades of experience, integrate seamlessly with your culture and operations. We support transformation while ensuring business continuity, so change enhances rather than disrupts what works.

When others focus on theory, we deliver measurable results on time and on budget. We offer:

- Seasoned change management professionals
- A flexible approach adaptable to any methodology
- Customized change solutions
- Focus on sustainable adoption
- A proven track record with complex transformations

WHAT SUCCESS LOOKS LIKE

- **Faster Adoption:** Streamline change timelines and improve employee time to proficiency.
- **Increased Engagement:** Drive buy-in through personalized communication and training.
- **Risk Mitigation:** Identify and address resistance before it threatens outcomes.
- **Sustained Results:** Embed change into the organization so new ways of working stick.
- **Scalable Support:** Whether you need one experienced consultant or a full OCM team, Judge delivers.
- **Framework-Neutral Strategy:** We work within your existing frameworks or help design the right approach.

ENGAGEMENT OPTIONS TO MATCH YOUR NEEDS

- **Full-Service OCM Support:** End-to-end change management strategy, execution, and measurement.
- **Targeted OCM Workstreams:** Support for specific focus areas — communications, training, stakeholder engagement, and change leadership.
- **Change Program Asset Development:** Design of communications, learning content, and performance support tools to drive adoption.
- **OCM Talent Augmentation:** Access to Judge's network of experienced OCM consultants to supplement internal teams.



CASE STUDY

A Fortune 100 energy provider sought support for a seamless Microsoft Teams rollout and decommissioning of its communications platform. Judge implemented a remote, multi-tiered change strategy, minimizing disruptions and IT help desk traffic. Within three months, Judge trained over 44,000 employees through virtual and in-person sessions to drive adoption.



INDUSTRIES AND CLIENTS WE SERVE

Judge's Organizational Change Management clients range from Fortune 100 enterprises to innovative start-ups across a host of industries:

- Banking, Financial Services & Insurance
- Life Sciences
- Healthcare
- Professional Services
- Technology & Telecommunications
- Government, Aerospace & Defense



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