

# References **Change Profile Scan**<sup>®</sup>

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## **B**usiness excellence manager

The biggest mistake in change and improvement projects:  
rushing in without thinking it through.

## **C**EO multinational

In just one day, the management team gained a wealth of insights to steer the project effectively. It's fantastic to see that an investment of 2 x 4 hours makes such a big difference.

## **D**irector SME

The danger of a failed project lies not in the tail but in the start.  
The scan provides structure to the entire change process in my company.

## **H**uman resources manager

An accessible and remarkably comprehensive scan that assesses, from multiple perspectives, whether your organisation is ready to change.  
Useful for all kinds of projects to get from A to B.

## **I**ndependent change management consultant

The results of the scan provide an excellent indication of where your client currently stands. You have nothing to lose and everything to gain. Armed with these insights, you will be able to set the right course for your projects.

## **L**eadership coach

Without understanding why, what and how to change, transitions are doomed to fail.  
The Change Profile scan provides that insight and puts actions into practice.

## Product engineer

The cost of the scan, combined with Novy-T's in-depth discussion and advice, is well worth the money. It's a practical tool: user-friendly, with an attractive layout, and smart.

## Quality and Innovation Manager

Change requires vision, courage, perseverance and the right framework. If even one aspect is missing, the change process cannot achieve its intended goal.

## Risk manager

The scan is ideal for use as an internal audit tool, providing not only substantive feedback on project management but also general feedback to senior management regarding their oversight of such projects.

## School board

As an executive board, we carried out the assessment together with all the headteachers of our schools. The grey graph showed a consistent pattern and confirmed that all our leaders are on the same page. This strengthens our confidence that we can begin implementing the changes we had in mind. The blue graph has given us insight into our weaknesses, and together we now have a clearer idea of what we need to focus on in the coming year.

## Six Sigma program manager

In cross-departmental initiatives involving several senior management positions, it is beneficial to use the Change Profile Scan as part of a transformation project. It is important to ensure that there is no ambiguity regarding the purpose and necessity of the project during this initial phase.

## Sustainability development manager

The scan provides structure to the entire change process within organisations. In this way, all aspects are highlighted, including those that would otherwise be overlooked in the rush of day-to-day business.