








# Change Management

Navigate transitions with a proven model and expert support to implement change effectively and sustainably.

Correctional facilities are constantly evolving, whether due to staffing, innovative technologies, organizational restructuring, or changes in political and regulatory landscapes. Implementing these changes successfully is a complex process, particularly in environments where long-standing procedures are deeply ingrained. The biggest challenge often lies not just in what needs to be changed, but in how to guide experienced staff to embrace new methods and processes. Equivant Corrections' Change Management service offers a comprehensive approach that helps facilities manage resistance, enhance communication, and maintain operational stability during transitions.

## Key Features

-  **On-Site Strategy Development**  
Our team of former practitioners will spend three days at your facility, collaborating with senior staff to create a customized, comprehensive change management strategy tailored to your facility's unique needs.
-  **Effective Communication Planning**  
We help develop clear communication plans to keep all staff informed, aligned, and supportive of the changes being implemented, reducing confusion and resistance.
-  **Educational Instruction**  
We provide a full day of educational training on the ADKAR (Awareness, Desire, Knowledge, Ability, Reinforcement) proven change management model, equipping your team with the knowledge and tools needed to drive successful change.
-  **Risk Mitigation**  
By understanding your facility's unique dynamics, we help minimize operational risks during the transition, ensuring the safety and efficiency of daily operations.
-  **Executive Coaching**  
Our experts coach executive staff on effective strategies to build momentum and foster buy-in across all levels of the organization, helping to overcome resistance and facilitate smooth transitions.
-  **Implementation Guidance and Ongoing Support**  
We guide your staff through the change implementation plan and provide four, 1-hour weekly check-in calls post-visit to assess progress and address challenges.
-  **Resistance Management**  
We identify sources of resistance early on and provide actionable tools to address and minimize pushback.

## With Equivant Corrections' Change Management service, your facility experiences:

- **Improved Staff Engagement and Buy-In:** By involving staff at all levels and addressing their concerns, we help build a shared commitment to the change process, making it easier to implement new procedures effectively.
- **Minimized Disruptions:** With a clear, structured approach and proactive risk management, our service helps you introduce changes with minimal impact on day-to-day operations.
- **Enhanced Alignment:** A well-executed change management plan ensures that everyone is on the same page and fosters a united effort toward common goals.
- **Sustainable Change:** By embedding new practices into the culture of the facility, you are prepared to tackle future changes with ease.

Change is hard; let us help with a comprehensive, customized change management strategy that improves your facility's adaptability now and into the future.