



ENTERPRISE ARCHITECTURE

Reinvent

Improve

Rediscover

Rethink

Restructure

Reinvent

Improve



Solutions



STS uses a strategy-driven, results-oriented approach to help its clients transform their organizations for the better. By applying internationally proven practices and methodologies, STS helps its clients “manage change” by intelligently blueprinting their organizations and creating the most efficient and cost-effective infrastructure then applying the necessary performance measuring tools to monitor progress. One obvious meaning of “managing change” refers to the making of changes in a planned and managed or systematic fashion. The aim of Change Management is to more effectively implement new methods and systems in an ongoing organization. Typically, the changes to be managed lie within and are controlled by the organization. However, these internal changes might have been triggered by outside events, in what is usually called “the environment.” Hence, the second meaning of managing change, namely, the response to changes over which the organization exercises little or no control (e.g., legislation, social and political upheaval, the actions of competitors, shifting economic tides and currents, and so on).



What can STS do for you

We partner with our clients to help them improve and modernize their infrastructures, manage their workforce and capital assets, safeguard critical information, and leverage technology applications. We use our know how to assess current business practices, review internal processes, organizational structure, internal communication then propose effective tailor-made solutions.

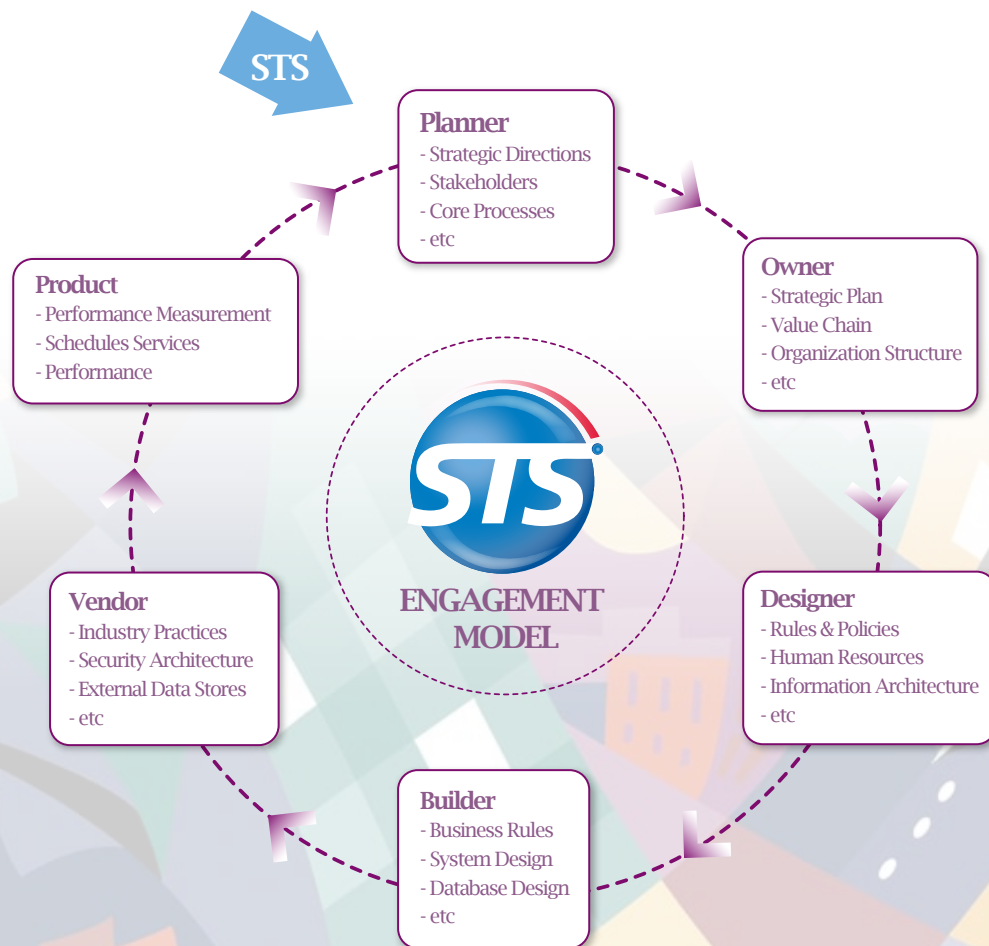
Enterprise Architecture



When STS is engaged by your organization to implement Change Management we usually treat the change process as a problem solving process. Managing change can be seen as a matter of moving from one state to another, specifically, from the **problem state** to the **solved state**. We first diagnose and analyse the problems and we look at what the management has set as goals they want achieved at various levels and in various areas or functions. To us a problem is nothing more than a situation requiring action but in which the required action is not known. Hence, there is a requirement to search for a solution, a course of action that will lead to the **solved state**. This search activity is known as “problem solving.” What is to be accomplished and how is to be accomplished are discussed and related to one another. However, careful planning must be accompanied by support and commitment by the organization to carry out the necessary changes. The net effect is a transition from one state to another in a planned, orderly fashion.

Solutions

Change Management does not necessarily mean we change everything in your organization. At the heart of change management lie the change problem, that is, some future state to be realized, some current state to be left behind, and some structured, organized process for getting from the one to the other. The change problem might be large or small in scope and scale, and it might focus on individuals or groups, on one or more divisions or departments, the entire organization, or one or on more aspects of the organization's environment.



Enterprise Architecture



“You see things, and you say, ‘Why?’
But I dream things that never were, and I say, “Why not?”
(George Bernard Shaw)



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