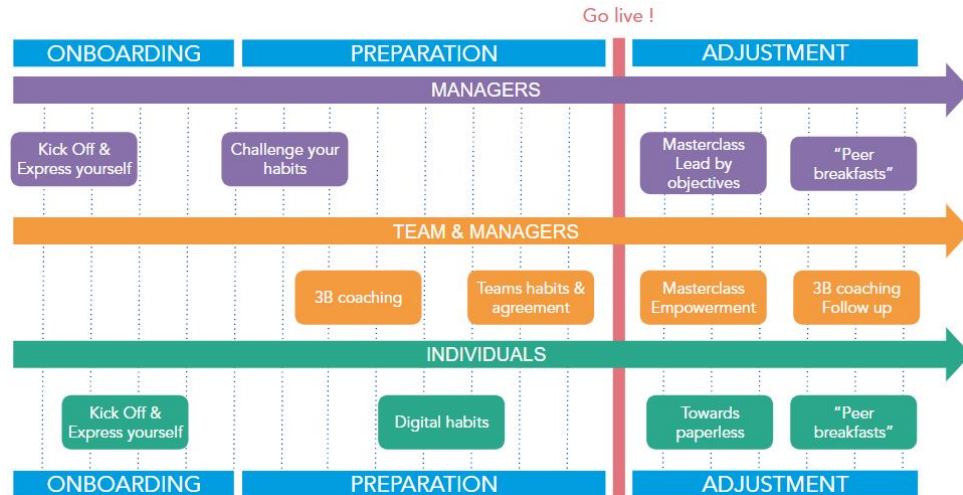


Change plan in practice



The Change plan is organized separately for 3 groups : for "Managers"(green), for "Teams & Managers"(blue) and for "Individuals" (red).

It will be led by your local team adapted to the local specificities.

Ideally, it starts at least 3 months before the implementation of SWoW ("Go Live") & until 6 months after move in.

Each 3 groups follow a serie of modules which aim to take employees through the Onboarding, the Preparation and Adjustment.

These modules have different objectives and are not inseparable, some can be merged or even be cancelled depending on
 - the available time before the "Go Live" and - the experience of the employees (familiarity with digital habits, paperless,...) . These objectives are not only based on behavioral skills but also include a digital dimension.

Your local project team can indicate your change leader to give you more information on the content and the deployment of the different modules.