



*“Changing the behaviour of  
people is the most important challenge for  
businesses trying to compete in a turbulent  
world”*

*John Kotter  
Harvard Business School*





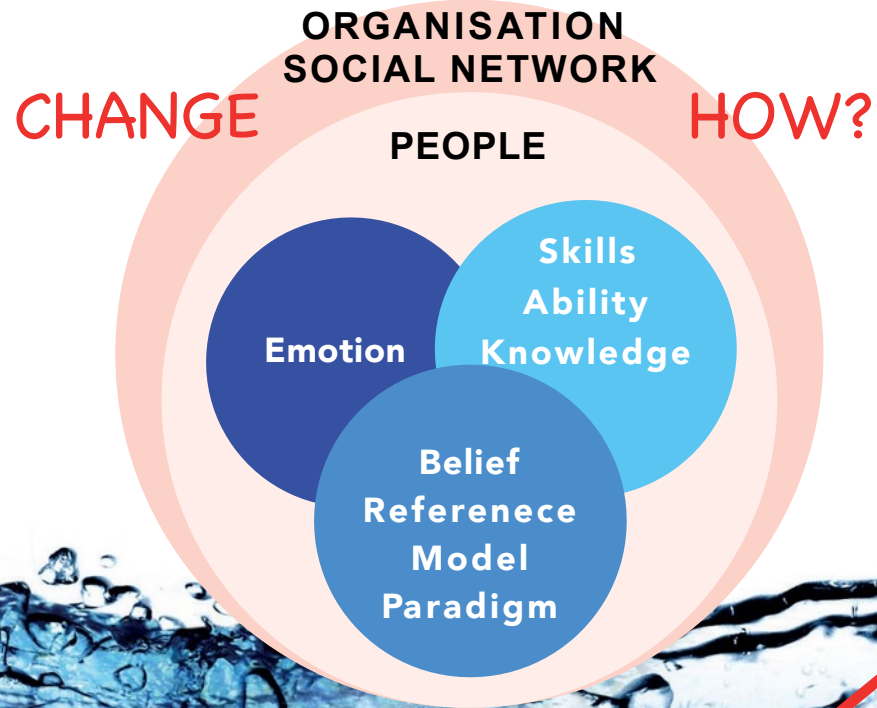
## ***“The Only Thing That Is Constant Is Change” (Heraclitus)***

**ECM Methodology®** was created because we are passionate about change. We strongly believe that the differentiation factor for change success, is people.

Improvement, progress and change are intrinsic to the human being and consequently are predominant characteristics in all human structures we create.

It is only by having the right mindset, this point of view, this way of "watching and interpreting" that is possible to "shape, define and execute " the **ECM Methodology®**, and therefore to achieve the transformation level that is required in such a process.

We build our projects by developing a friendly, innovative and useful methodology, which is success oriented, and committed to ensure change. We make change happen, we get it embedded into the organisation and we sponsor it to be triggered whenever necessary.



Make the change  
happen.  
**Validate change.**

**Ensure** goal  
achievement:  
**nurture** goals in  
**alignment** within  
ultimate scope.

"Ask yourself if what you are doing today is getting  
you closer to where you want to be tomorrow."  
Walt Disney

# Our approach. Our methodology

## ¿What is **ECM Methodology®**?

*Defines change on a case by case basis, by applying the best solution in each case. Producing made-to-measure projects that are unique, and that exploit their advantages.*

*Push the boundaries to ensure that true transformational change is delivered, and leave a legacy of "change culture" that affects people, organisation, and structure.*

*Our methodology focuses responsibility on its participants; and makes clear the difference in managing the change process of both staff and organisation. This serves to design projects that benefit from continuous improvement and ensures a vision for the future.*

**ECM Methodology®:** Friendly, innovative and resourceful. It responds uniquely and consistently to three basic questions: what, how and with whom.

- 1) Understand the starting point and the end goal.
- 2) Define the specific steps to be taken.
- 3) Know and develop the main stake holders.
- 4) Constantly validate change
- 5) Integrate change in the culture (within people).  
Provide the methodological support for the future.



WE TARGET ALL those who share  
this vision of transformation,

make decisions, carry out actions, lead teams, seek growth,  
improve, advance and believe that is the key

TO DOING SOMETHING