



"Working with Groves was transformative for our operations. Their expertise enabled us to optimize our processes and achieve greater efficiency."



Tara Mistretta,
Point32 Health

Recognizing the Need for Change

In today's dynamic business environment, organizations in the higher education, healthcare, and manufacturing sectors must evolve their procurement processes.

Challenges like integrating new technologies, restructuring procurement strategies, and enhancing compliance require a partner adept at navigating change. Groves & Company understands that effective change management is crucial to minimize disruptions and achieve sustainable benefits.

Envisioning the Transformation

- **Smooth Transitions:** Minimized operational disruptions during procurement changes.
- **Enhanced Adoption:** High engagement and acceptance of new processes and technologies.
- **Improved Efficiency:** Streamlined procurement operations, leading to cost savings.
- **Increased Agility:** Ability to adapt swiftly to market and regulatory changes.

Our Comprehensive Approach

With over 25 years of expertise, Groves & Company offers a structured change management process:

- **Change Readiness Assessment:** Evaluating preparedness by analyzing structure, culture, and stakeholders.
- **Strategic Planning for Change:** Defining vision, setting goals, planning communication, and mitigating risks.
- **Engaging Stakeholders:** Leading workshops, gathering feedback, and training change champions.
- **Training and Development:** Delivering tailored training, hands-on sessions, and user support.
- **Monitoring and Reinforcement:** Tracking performance, collecting feedback, and celebrating progress.



Success Story: Transforming Procurement Efficiency with Seamless Change Management

Challenge: A Disjointed Procurement Process Slowing Operations

A leading university faced procurement inefficiencies, slow approvals, and resistance to digital tools, causing bottlenecks and stakeholder frustration.

Solution: A Phased Approach to Change Management

Groves & Company partnered with the university to implement a structured change management strategy focused on:

- **Stakeholder Engagement & Training** – Ensuring buy-in from procurement teams and leadership.
- **Process Optimization** – Redesigning workflows to improve efficiency and reduce approval times.
- **Technology Adoption** – Rolling out a digital procurement system with hands-on training and ongoing support.

Results: Measurable Impact on Procurement Performance

- **75% Reduction in Contract Approval Time** – From six weeks to 48 hours, streamlining vendor agreements.
- **30% Increase in Procurement Efficiency** – Faster processing times and improved compliance.
- **Enhanced Visibility & Reporting** – Real-time tracking of procurement activities, leading to better financial oversight.

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"The process is now fluid, efficient, and well-received across campus. The change management framework Groves implemented ensured a seamless transition, with minimal disruption and maximum adoption."

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Michael Logan, Director of Procurement Services, UNCG

A Partnership for Lasting Transformation

At Groves & Company, we don't just implement change—we partner with you to drive long-term success. Our approach is rooted in deep collaboration, adaptability, and a commitment to delivering real impact.

- **Strategic Partnership:** We go beyond surface-level fixes, delivering practical solutions that drive agility and innovation.
- **Tailored Solutions:** No one-size-fits-all approaches—our strategies are customized to your specific challenges and goals.
- **Adaptive Expertise:** Change is constant, and we stay ahead by aligning with your evolving needs and guiding seamless transitions.
- **Enduring Support:** More than consultants, we're your long-term advisors, helping you sustain momentum and continuously improve.