

Change Management Consulting

When change is managed successfully leaders are aligned, stakeholders are prepared and engaged, and adoption is sustainable long term, leading to stronger and faster return on investment.

Technology is Only Part of the Story

A successful Brightspace implementation depends on more than the platform itself. It depends on the people who will use it every day.

Change management focuses on the human side of transformation. It works alongside your technical rollout to ensure administrators, faculty, and students understand what is changing, why it matters, and how they can succeed in the new environment.

Technology enables new possibilities, but adoption determines whether those possibilities turn into real impact.

Faculty resistance rarely comes from the technology alone. More often, it comes from uncertainty. When people understand the purpose behind the change and feel supported through the transition, adoption follows. That is what D2L's Change Management Consulting (CMC) is designed to support.

Strategic change management empowers faculty and administrators to confidently adopt new practices; driving a consistent, engaging student experience that strengthens retention and long-term success. If the behavior change of faculty is underestimated, uneven adoption can lead to fragmented experiences that undermine student engagement and outcomes.

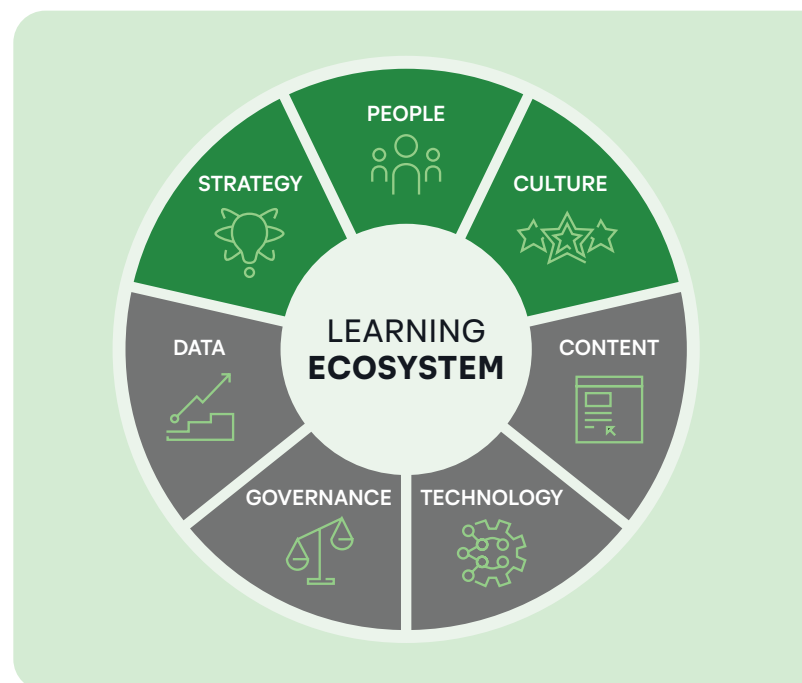


Custom Built Change Management Plan for Your Institution

No two institutions are the same. Your culture, stakeholders, governance structures, and readiness for change are unique. Your Change Management Plan delivers a customized strategy to address your needs.

CMC begins with a structured discovery process. Together, we assess organizational readiness, understand institutional dynamics, and identify the people and influences that will shape your transition.

The result is not a checklist. It is a collaborative plan that evolves throughout your Brightspace project. Your CMC consultant works alongside your team to help align leadership, engage stakeholders, establish clear ownership, and support sustained adoption well beyond go-live.



What We Build Together

Your Change Management Plan is developed collaboratively across four outcome areas. Each area provides tangible solutions tailored to your institution's people, priorities, and goals.



ALIGN LEADERSHIP & STAKEHOLDERS

- Organizational hierarchy and influence mapping
- Leadership communication and enablement strategy
- Key messages, vision and goals, FAQs, and talking points
- Executive Sponsor guidance and training
- Alignment with broader institutional initiatives and strategic plans

ACCELERATE ADOPTION

- Strategy for developing a faculty champion network
- Change management training for institutional teams
- Change readiness survey
- Discovery and needs assessment intake
- Learner communications for the go-live phase
- Guidance for establishing ongoing feedback loops

PROTECT YOUR TIMELINE & BUDGET

- CMC timeline integrated into the overall implementation plan
- Risk and regression mitigation analysis
- Change maturity assessment
- Recommendations for a centralized communications strategy hub

SUSTAIN LONG-TERM IMPACT

- Adoption and usage insights report
- Brightspace optimization roadmap
- CMC program summary and recommendations

Why Invest in Change Management

Your D2L implementation is bigger than a technical transition, it requires real organizational behavior change. Effective change management provides customers with a tangible plan to achieve their desired outcomes.

7x

MORE LIKELY TO ACHIEVE PROJECT OBJECTIVES

4.6x

MORE LIKELY TO STAY ON OR AHEAD OF SCHEDULE

1.4x

MORE LIKELY TO REMAIN ON OR UNDER BUDGET

YOUR INSTITUTION DESERVES AN IMPLEMENTATION DESIGNED FOR LASTING IMPACT.

Ask your D2L representative about Change Management Consulting and how to build the right plan for your institution.