



Creating light for a better life

Change Management at Glamox

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/ Creating light for a better life

We provide sustainable lighting solutions that improve the performance and well-being of people.

3 772 430

Total revenue
MNOK (2022)

Adjusted EBITA
MNOK (2022)



~2 000
FTE in 17 countries



60

Countries .
Operations
worldwide

Net zero
operations by
2030

11

Factories

One of the world's leading lighting companies



Professional Building Solutions



Marine, Offshore & Wind

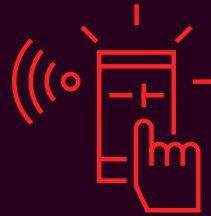


Sourcing, Production & Logistics

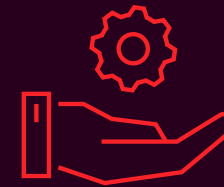
We provide sustainable lighting solutions



Luminaires



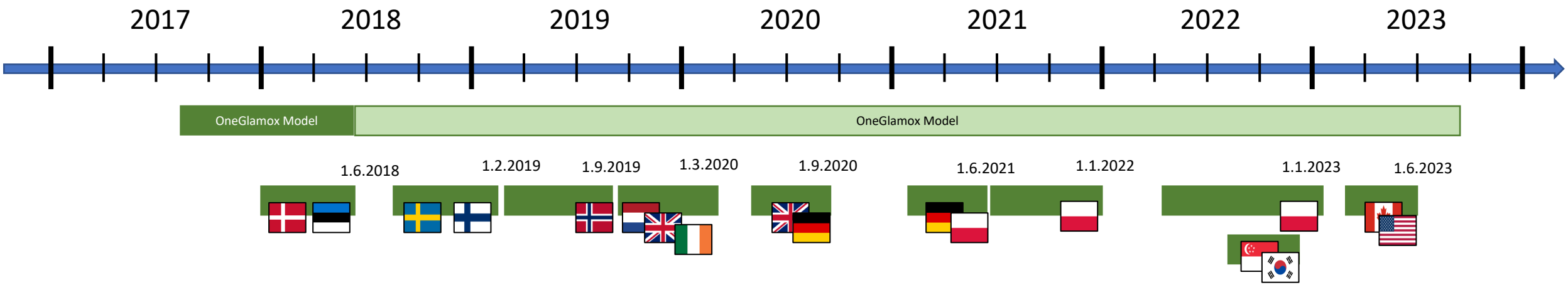
Smart light
management systems



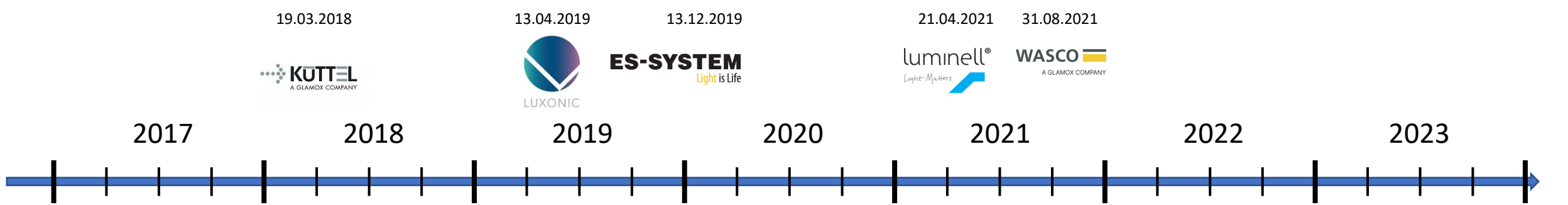
Services

ERP Journey – One Glamox

Major Achievements:



Business Events – Major Acquisitions:



Change Management is a structured approach and process to transition an organization from current state to a desired future state

People hate change until they understand why they
should change

ADKAR

A

Awareness – of the need for change

D

Desire – to participate and support the change

K

Knowledge – on how to change

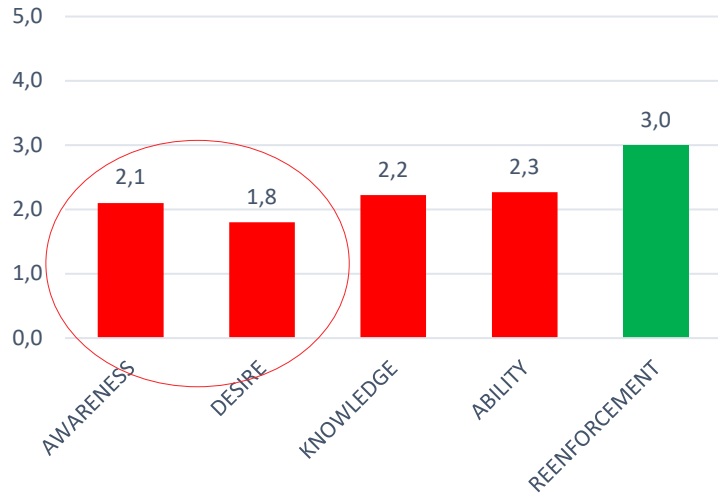
A

Ability – to implement desired skills & behaviors

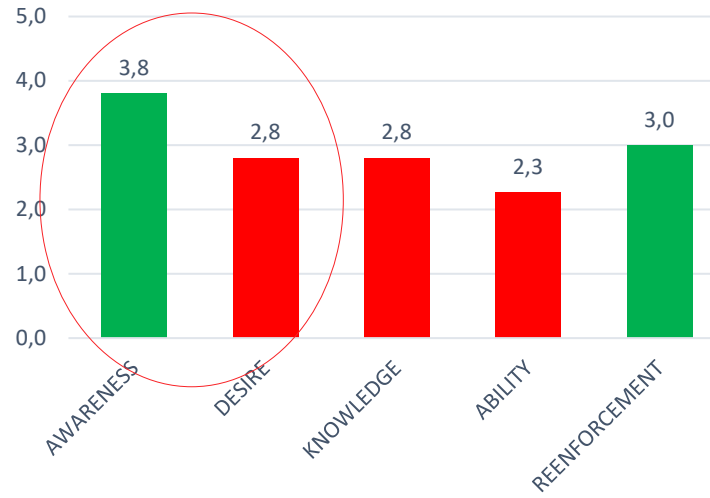
R

Reinforcement – to sustain the change

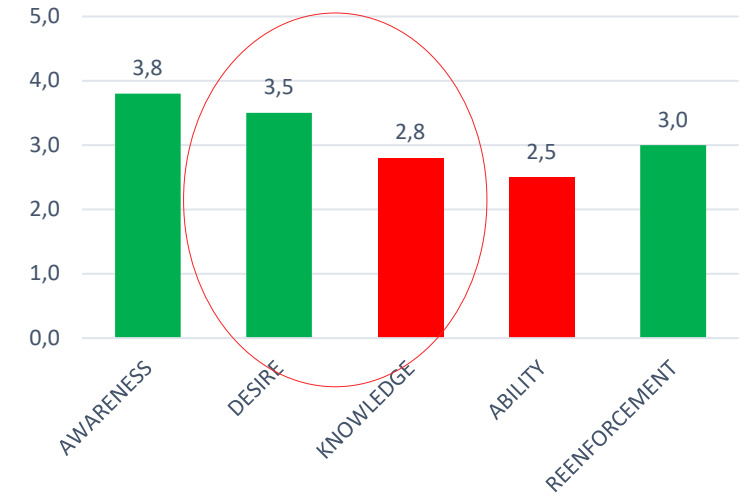
Prior pre-project



After pre-project



Development phase



After User Acceptance Testing

