# Jonathan Dison

Owner & Senior Partner

## Helping organizations turn technology into adopted ways of working.

Founder of Merit Consulting

**Jonathan Dison leads Merit's change-management practice with a focus on the people side of technology delivery: preparing leaders, equipping employees and helping organizations realize the value of new systems.**

Jonathan founded Merit and brings more than two decades of experience leading change across complex enterprise programs. His work connects executive priorities with the practical communications, training and support that employees need to adopt new processes and technology.

At Shell Energy, Jonathan led change management for the three-year Aspire ETRM and data transformation program, working across change strategy, stakeholder impacts, communications, training and go-live support. He helped build the delivery team and established a partner-support model for change quality assurance and coaching.

His experience also includes Waste Management's digital transformation, CenterPoint Energy's ETRM and Salesforce transformation, and technology and business-process programs at Chevron. These engagements have required close collaboration with business sponsors, technology teams and implementation partners, with change plans grounded in the realities of frontline work.

At Merit, Jonathan combines hands-on delivery experience with senior oversight of project quality. His approach starts with the value at stake, the complexity of the change and the risk of disruption, then scales communications, training and support to the need. The aim is practical: help people adopt the change so the technology investment can deliver business value.

### AREAS OF FOCUS

Technology change management

Stakeholder and sponsor alignment

Communications and training

Business readiness and adoption

Delivery quality assurance

### SELECTED EXPERIENCE

Shell Energy

Waste Management

CenterPoint Energy

Chevron