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Nota di contenuto	Preface -- Figures and Tables -- Summary -- Acknowledgments -- Abbreviations -- ; . 1. Introduction: Study Purpose and Focus -- Organization of the Report -- ; 2. Program Area Descriptions: NAF Accounting and NAF Employee Benefits: NAF Accounting -- NAF Employee Benefits -- ; 3. Eight Guidelines for Managing Change: Insight from Expert Literature and Case Studies: Organizational Change Literature -- Eight Guidelines for Organizational Change -- Case Studies Demonstrating Eight Change-Management Guidelines -- Lessons Learned from Case Studies -- ; 4. Managing Change: Analysis and Ways Forward for NAF Accounting and NAF Employee Benefits: Applying the Eight Guidelines: NAF Accounting -- Applying the Eight Guidelines: NAF Employee Benefits -- ; 5. NAF Accounting Consolidation: Cost Analysis and Results: NAF Accounting: Goals and Courses of Action -- Approach to Cost Estimation -- Data Collection -- Methodology -- Analysis -- Results: Costs and Savings for NAF Accounting RIE Courses of Action -- ; 6. NAF Employee Benefits Efficiency: Cost Analysis and Results: NAF Employee Benefits: Setting Coordination Goals -- Approach to Cost Estimation -- Data Sources -- Methodology -- Results of Cost Estimation for NAF Employee Benefits RIE Recommendations -- Total Costs for NAF Employee Benefits RIE

Recommendations -- ; 7. Conclusions and Recommendations:
Accounting -- Benefits Recommendations -- APPENDIXES: ; A.
Semistructured Discussion Guide -- ; B. NAF Employee Benefits Data
Gathering -- ; C. Background Information for Case Studies -- ; D. NAF
Accounting Cost Detail -- References.
