Large organizations transform every two to three years, and the average transformation takes more than 18 months.
What does successful transformation look like?

Bridging the gap between strategy and implementation

Individual commitment aligned to achieving ROI

Quickly changing the mindset and capabilities of the workforce
The reality of transformation

Focus on delivering a reinvigorated, simplified organization centered on growth markets.

Focus on performance, efficiency, cost reduction & making tough decisions.

FOCUS

PAIN CURVE
Downsize/Turnaround

GAIN CURVE
Build a Valuable Future

TIME

Accelerate Transformation

Critical Juncture
Accelerate transformation – solution framework

Organizational Readiness
- Why? How? When?
  Organizational Change Management Planning & Narrative
- Transition risks mapped
- Key stakeholders aligned and committed

People Readiness
- People Capability & Mindset Assessment
  - Leader Level
  - Manager Level
  - Employee Level
- Communication as the most critical and underestimated factor
  - New Roles
  - Some roles existing redefined

Capability Development
- Blended Learning
- On the Job Training
- Performance Solutions
- Redeployment
- Hiring Talents
- Accelerate Change Mngr Skills of Your Leaders

Performance Optimization
- New Tools & Processes implemented
- New KPI in place
- Downsizing completed (if needed)
- Outplacement for leaving employees
- Employee Satisfaction Survey conducted
Transform to Perform

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