

YOUR TRANSFORMATION ROADMAP

It is never too early to prepare for change

“Almost 90% of transformation projects miss their mark.”

Gartner 2015

Combining organisational transformation whilst maintaining business-as-usual, and keeping your workforce engaged is challenging. By definition, real and meaningful transformative change will be disruptive. The good news is we've got all the tips to ensure your next big change has a positive outcome on your business.

We've developed a basic roadmap to help you think about your own transformation journey.

STAGE 1

ENVISION YOUR FUTURE STATE

Know where you are going, and why, before starting your journey. Work with your leadership team to clarify and validate the future state, challenge underlying assumptions and desired benefits. Real transformation can be disruptive and costly to your clients and the organisation, so invest time to ensure there is a shared view of the future state and the desired outcomes.

STAGE 3

BRING ALONG YOUR KEY STAKEHOLDERS

Examine how your changes impact your key stakeholders, and their disposition. For example, are they negative, indifferent, or supportive of the changes? Can they accelerate, impede, or derail your trajectory? Through a detailed stakeholder assessment, you can implement actions to gain their acceptance and ownership of the transformation.

STAGE 2

UNDERSTAND THE IMPACT AND THE READINESS OF YOUR ORGANISATION FOR THE CHANGES

With broad agreement for the future state, determine the impact of the transformation on the organisation's people, processes, and systems. In doing so you will be able to scope and plan, at a detailed level, the effort required in readiness for change.



YOUR TRANSFORMATION ROADMAP

STAGE 5

EXECUTE AND CONSTANTLY CHECK YOUR BEARINGS

Actions and results speak louder than intentions and plans. Execute the strategy and plan. Do so as part of a program management framework that integrates all the components that makes up your future state: people, process, technology, and organisation.

STAGE 4

MAP YOUR JOURNEY

The change strategy is a map of how you will engage stakeholders effectively to get the organisation ready for its new, desired state. This should include stakeholder engagement, communications and training activities. Invariably, organisations will experience changing and conflicting priorities, and change fatigue, and it's important to factor this into your plans.

ABOUT CUBIC CONSULTING

We offer a multi-dimensional approach to business change, learning, and performance, including speciality services in four practice areas: change management; business process; enterprise learning; and eLearning.

By focusing on the people-related issues of business change and workplace learning, our collaborative approach delivers tailored learning and performance management programs.

LOOKING TO IMPLEMENT YOUR OWN ROAD MAP?

Register now for your free Journey Planner tailored to your organisation.

[CONTACT US](#)

CONTACT US

Sydney Level 3, 20 Bond Street **call** (02) 9657 0999

Melbourne Level 9, 333 Collins Street **call** (03) 9935 8333

Wellington Level 1, 182 Vivian Street **call** (04) 282 0709

email sales@cubicconsulting.com.au

cubicconsulting
AN FTS GROUP COMPANY