Business Transformation

4C approach to holistic organizational development

Organizational development

Holistic transformation of your organization

Transformation Impact & Strategy

Vision and objectives
- Analysis of transformation needs (e.g. organizational optimization/ simplification)
- Development of a Target Operating Model
- Development / adaptation of control logic

Structure & process organization
- Analysis of existing structures and processes regarding the target image
- Conception of the target organization taking into account existing guidelines

Future of work/ New Work
- Conception of measures to create an effective/attractive working environment
- Exploiting the potential of innovative working methods and technologies

Transformation Design

Program strategy
- Operationalization of the vision/objectives and defining the needs for action
- Preparation of a business case and derivation of the transformation roadmap

Project planning/ organization
- Alignment of the project portfolio to support transformation
- Creation of capable projects/ teams
- Development of project/change plans

Requirement specification
- Performing a gap analysis
- Specification of requirements for IT and HR/ competencies and derivation of measures (e.g. training)

Transformation Execution

Project management
- Application of results-oriented project management (Earned Value Method)
- Implementation of stakeholder management, project reporting and risk management

Communication/ change
- Implementation and control of communication measures
- Implementation of (iterative) change management measures

Project governance
- Ensuring efficient project structures

Agile project approach
- Agile approaches and application in project implementation