

TRANSFORMATION DNA

The building blocks for the future of work

It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change. — Leon Megginson

Consider This...

The pace of technology is advancing faster than ever before the way we work is changing (new techs, aging workforce, global considerations, etc.) to succeed we need to innovate, adapt, and transform.

85%

of enterprise decision makers believe they only have 2 years to integrate digital initiatives before falling behind.

63%

of business leaders believe that schools will need to instruct students on how to learn, rather than what to learn in order to prepare them for jobs of the future.

Statistics like these illustrate the critical need for transformation and every organization needs to change the way they learn and work in order to be ready.

Will your transformation be exciting and rewarding or tedious and painful?

THE DNA OF TRANSFORMATION

Transformation can be defined as an evolution that:

- Affects everyone in the enterprise
- Is a tapestry that covers all parts of the enterprise and is woven with organizational development, governance, long-term strategy, operations, and more
- Means taking a new/different look at everything to develop adaptable and resilient approaches to working

The building blocks of Transformation DNA allow for an agile adaptation to new ways of working and are the difference between companies that thrive and those that stagnate under the rapid pace of disruption.

As you prepare for the future, consider the top 3 building blocks in your Transformation DNA chain. These are the elements you must have in order to achieve any meaningful and lasting transformation.

An engaged sponsor/stakeholder network without active involvement, nothing else matters

An active governance engine to drive, guide, and protect the transformation

A detailed current-to-future state playbook achieved through a co-creative visioning exercise that takes an honest look at current state, determines what the desired future state should look like and then, develop detailed task-level actions to operationalize the strategy.

READY OR NOT, TRANSFORMATION IS HAPPENING NOW!

For more on workforce transformation, watch *The Top 3 Things You Must Do to Prepare for the Future of Workforce Demands.*

