

Alignment | Creating Shared Ownership for a Transformation Across Management



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Is the role of transformation perceived as temporary or permanent in your organisation?



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Question 1:

What are the most challenging aspects of the status quo within your organisation that hinder the implementation of change?



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Question 2:

What strategies can be employed to secure buy-in from board colleagues and encourage them to take ownership of their role in driving the transformation?



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Question 3:

What is happening today...that looking back you may change your strategy on...Or did you get it right 100% of the time?



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Q&A



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Key Takeaways

- **Jon's Takeaway:** Transformation is everyone's business as it can only be achieved through collaboration and cultural change.
- **Simon's Takeaway:** Key elements are having a clear vision, understanding and being clear on the context of the business today and tomorrow underpinned with engagement and involvement of the teams in defining and delivering the transformation. Measuring both performance and the how, & be willing to learn from the things which don't go according to plan and from those that do.



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Key Takeaways

- **Edel's Takeaway:** Be clear on what you want to achieve and why, take that why and make it relevant to all stakeholders, standing in their shoes, so they too can become advocates and engage the wider stakeholders inspiring them with conviction and clarity through great storytelling.
- **Martin's Takeaway:** Clearly articulate what the future will look and feel like in comparison to today (what value will be seen, what problems will be solved). Don't shy away from being transparent about the hard work that often stands between these two states and help people understand their part to play in this. Transparency at the earliest is key to establishing a sense of responsibility and ownership.



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Key Takeaways

- **Nina's Takeaway:** In the world of transformation, there's a vital key to success—making sure that the goals resonate with the day-to-day work of stakeholders, while also encouraging them to look ahead to the future. It's all about finding that perfect balance between the present and tomorrow. By anchoring the goals in the current reality, we ensure that stakeholders can relate to them and feel connected.