

How to Build a Two-Speed Organization

Framework for Transformation

Transformation is not an off/on switch but more like a dimmer switch, growing brighter over time. You want to be thoughtful about what changes you make, and when. Support for your transformation agenda will grow as employees experience the changes and see the benefits.

It might be tempting to get out the gate quickly with a flurry of new initiatives, but maintaining balance is key. Transformation begins with a clear strategy that acts as a guidepost for what you are trying to achieve and why. Your transformation can then unfold through the careful adding and taking away of different elements as you activate different change levers.

Ultimately, transformation is a test of how well you know your organization.



Building Your Roadmap

Every organization's roadmap for transformation will look different. Moreover, every organization's roadmap will undergo a continuous process of testing and refinement as old ways of working are replaced with new ways of working. However, the building blocks for creating a transformation roadmap that is executable and sustainable are universal.

