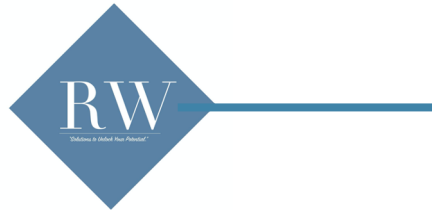


Tips for Helping your Company or Organization Re-Tool



Rod Walker & Associates Consultancy
Solutions to Unlock Your PotentialSM

Transformation

How to make Transformational Changes to your Company or Organization?



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*What is meant by “Transformational Change”?
Here’s a definition for use in our discussion:*

- Significant change(s) in an organization, designed to bring major improvements beyond typical process improvements, adjustments or changes.
- Visualize the 180-degree turning of a ship vs. a slight course adjustment.
- Transformational Change can be driven by various internal and external factors.

Every organization experiences transformational change at least one time, if not more, in its history.

Transformation

Drivers for Transformational Change

- Generational Shifts in the workforce due to retirements forcing need to change the way the organization operates
- COVID-19 crisis has driven some immediate need for change to streamline operations, cut costs and improve flexibility to work remotely?
- Business model has not changed in thirty or more years and it is simply time to evaluate making fundamental changes in the way you operate and do business
- Need for organization to be more nimble and able to pivot to stay sustainable for the long-term



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A significant number of organizations and companies are operating the same way they did 30 or more years ago; transformational change is needed to be sustainable for the next 30 years

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TIPS TO GET STARTED



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1) Have an “Out of the Box Huddle”.

Ask you staff to think out of the box on:

- What ideas for fundamental change to improve the organization do you have?
- What change(s) will make the organization more sustainable? More efficient? More nimble?
- Do we need to make changes related to how we treat our employees, customers?
- Do we need all of the “brick and mortar” offices? Changes in process to streamline working together virtually?
- What “old ways” are working and need to be kept around?

***Inventorying your staff on their ideas for
Transformational Change is a good place to start***

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2) Hire a Facilitator

To shepherd the process of defining:

- What is the desired “future state” of transformational change needed?
- What specific items need to be addressed and changed?
- What specific steps need to bring about the change(s)?
- What are the timelines and ownership for each step?
- Identify any impacts from the changes needed and make a plan to address?

Change for change’s sake is never good there must be a reward for the risk involved with making the change.

An experienced facilitator will help you ensure transformational change occurs with defined steps, timeframes and ownership in a timely manner

Transformation



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Be aligned as a team on the changes needed to sustain the organization even if you don't agree on all details

3) Set Goals and Ownership

From your facilitated discussions with staff, Develop a **Roadmap** linking the changes needed to **TRANSFORM** the **Existing State** of your **Organization** to the desired **Future State**:

- List the **Key Desired Future State Outcomes** identified to transform the Organization from where you are today
- List **specific steps** for each change identified to be improved or changed **to get to the desired “Future State”**
- **Timeframes and accountability** for taking steps making and changes.
- Most importantly-ensure **changes are documented and communicated to all staff.**

Let Us Help

NEED TO MAKE CHANGES BUT NOT SURE WHERE TO START? We have helped over 50 organizations, providing solutions in range of different focus areas. Here are a few of them!

Reach out today for a free 30 minute zoom call to get started!

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York County
Natural Gas

Organizational Assessment
Salary Study



Philadelphia Gas
Works

Organizational Assessment



Summit Utilities

Capital Planning Process
Review



Confidential
Clients

Due Diligence



ORUD

Strategic Planning



Rocky Mount NC

Strategic Planning



Patriots Energy
Group

Engineering Study/Scadasystem Review



Lake Apopka

Organizational Assessment

RW
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