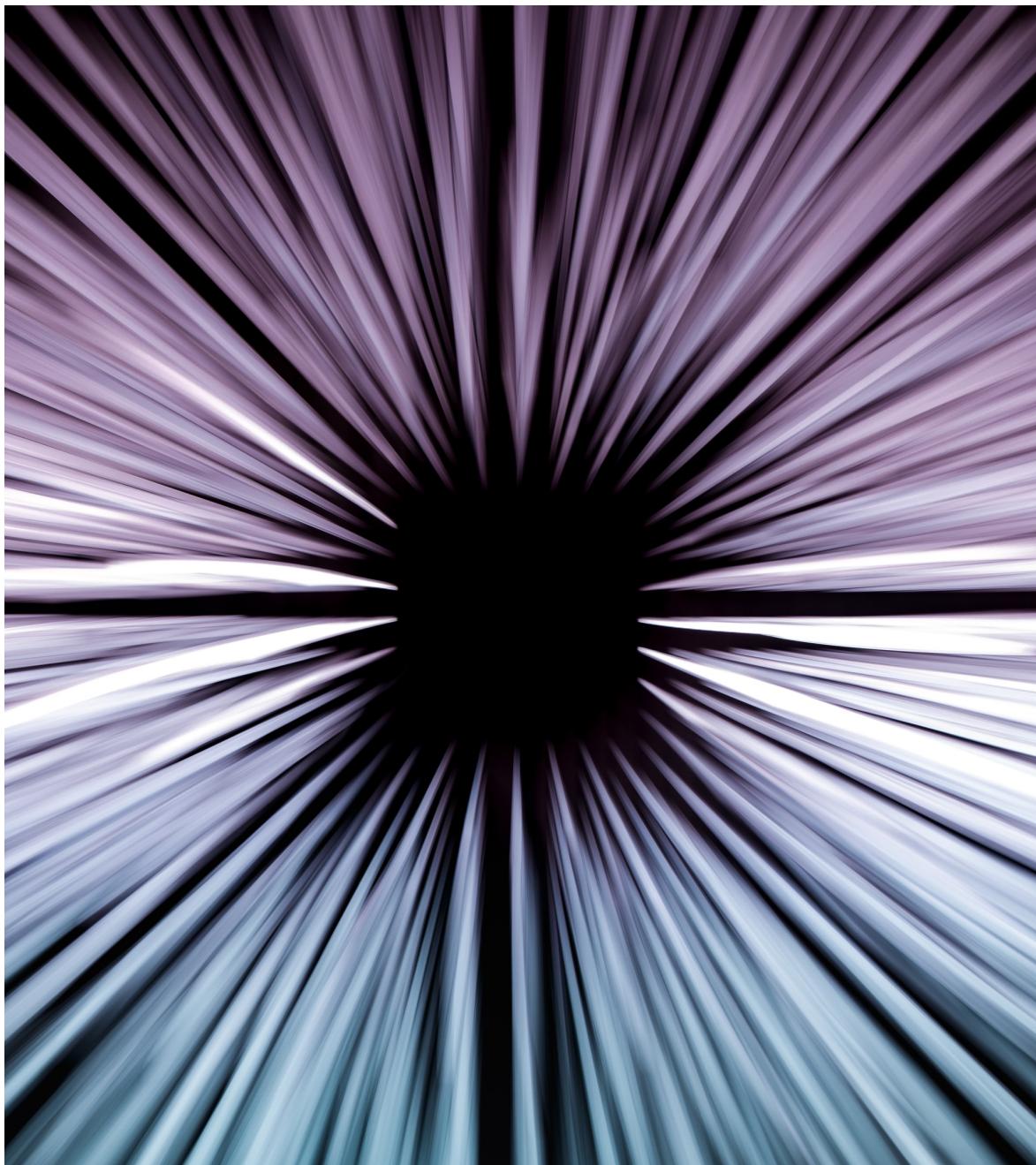


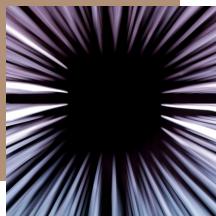
Transformation: leaner, bolder and faster



How to drive and improve the change management success rate

Transformation used to take years to achieve and maintain. Given the urgency of today's competitive landscape and available resources, this timeline has diminished substantially to months. If you are not doing it, your competitors will.





Transformation – What is it, and what does it “change”?

The term “*Business Transformation*” is not unfamiliar to most, but its immediate interpretation has been varying significantly in recent times, especially considering innovative supply chains, emerging market opportunities and evolving consumption trends, all stemming from environmental forces including geo-political tensions and global pandemic outbreaks.

To combat these economic shifts, companies must develop the **right mindset** and be able to **change their business processes**, their **information and data applications**, their **organization structure**, their **management initiatives**, and ultimately their **cultural behavior**.

Fundamental changes can spark and create opportunities previously uncovered in the absence of disruption. While smaller, younger firms are more agile and reactive to change, it’s the bigger and more structured organizations that must overcome primary hurdles to making the smallest **fundamental shifts**.

Crucial Considerations: Change Management System

- Established decision-making framework
- Rapid ramification response
- Centralized task force

Approach: A perfectly executed transformation strategy

- Maximize performance
- Increase efficiency
- Sustain business
- Overhaul protocol
- Streamline operations
- Pivot innovative thinking

Transformation dimensions and challenges

Digital transformation creates new business designs by **incorporating digital technologies and tools across operational processes and functions**, converging people, activities, and capabilities to disrupt existing business models.

One of the key success factors of digital technology is the **capacity for innovation**, and the evolutionary applications we are witnessing today: cloud computing, IIoT, big data, ICT, mobile, etc. It will continue to evolve and reach beyond conventional limitations, **constantly exploring and inventing new ways of allocating resources to create more value throughout the entire ecosystem**.

Digital adaptions are success enablers that **optimize business functions and streamline business practices**. However, the road to success is often hindered by inert failings including organizational silos and disconnected systems, unengaged executives and their teams, misaligned goals and uncommunicated targets.



Transformation – Critical drivers and capabilities

Which drivers are critical to enhancing your success?

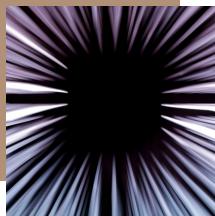
The key to **driving change management successfully** is having a clear vision and structure to engage downstream teams. **Working with the right tools, frameworks, and processes** can catalyze transformation implementation positively, so this change is embraced and supported by the individuals it impacts.

- ❖ **Organizational support** – transformation is a top-down decision which needs to be fully backed, financially and strategically, by enterprises as a realistic and achievable goal.
- ❖ **Executive/Management onboard** – the pains and gains of transformation must be thoroughly validated and clearly communicated to the C-suite and their teams to avoid massive resistance.
- ❖ **Staying power** – to prevent regression, undertaking these permanent changes require well devised and exacted control mechanisms to monitor and maintain transformation momentum.
- ❖ **Dedicated capacity** – the scope of designated work streams must be made fully transparent to the appointed personnel and not misunderstood as add-on responsibilities.
- ❖ **Staff empowerment** – cross-departmental and in certain cases cross-country synergy, would be difficult to realize without authority to hold people accountable for their deliverables.

Which transformation capabilities are required?

The **aim of business transformation is to create value**, by operating more efficiently, competing more effectively, and **accelerating growth potential** beyond traditional increments. Enterprises need to **identify certain capabilities** to accomplish and expedite these goals.

- **Mission** – Well defined business strategy roadmap that clearly and accurately states the reasons for taking on change, and the right approaches to implement change.
- **Insight** – Compiling validated data, communicating useful information, and applying scientific business intelligence to derive executive decisions.
- **Integration** – Digitize all entry/access points and operating systems to minimize departmental silos, and consolidate rules, roles, and decision-making responsibilities to instate governance.
- **Process** – Thoughtfully designed and efficiently customized to reach desired outcomes that align with organizational goals and financial targets.
- **Technology** – Instigate potential resources to pool requisites in terms of hardware, software, tools, services, and innovations to deliver new product offerings.
- **Talent** – Allocate existing staff and recruit additional team members equipped with the skill set and experience needed to implement and thrive transformations.



Transformation – We help to implement change strategy

Without clearly defined objectives and a meticulously planned **roadmap**, business transformation activities are less likely to come to fruition. EAC can help you turn innovative ideas into reality by **incorporating business transformation fundamentals** into your organization and the offerings you provide.

Survey and Assess Status Quo

- Internal & external ecology
- Existing policies & procedures
- Resource & capabilities

Design Transformation Roadmap

- Success metrics
- Control mechanisms
- Execution protocol

Support and Oversee Roll-out

- On-site coaching and guidance
- Method and tool development
- Course-corrective actions

Define and Articulate Strategy

- Key stakeholder alignment
- Vision & mission, goals & targets
- Business feasibility & viability

Structure Implementation Task Force

- Scope & responsibilities
- Headcount & placement
- Train & equip

Check and Optimize Actions

- Pains & gains
- Progress rereview & recap
- Next steps & tracking



EAC SHANGHAI



Uwe Haizmann
Partner



Rick Chu
Principal



Contact our experts directly to discuss your transformation goals and ideas.

■ **Partner** Dietmar Kusch / Daniela Bartscher-Herold / Daniel Berger / Uwe Haizmann / Ashish Kumar / Anna Ahlborn / John Deng / Eric Luo

EAC- Euro Asia Consulting PartG
Widenmayerstraße 29
80538 München
Germany
T + 49 89 92 29 93-0
eac-muc@eac-consulting.de

Changzhou Euro Asia Consulting Co., Ltd.
Sunyoung Centre, Rm. 801
No. 398 Jiangsu Road
200050 Shanghai / China
T + 86 21 63 50 81 50
eac-sha@eac-consulting.de

EAC- Euro Asia Consulting Pvt. Ltd.
306-310, Peninsula Plaza
A / 16, Veera Industrial Estate
Andheri (West) Mumbai – 400053 / India
T + 91 22 49 74 12 33
eac-mum@eac-consulting.de

EAC - Euro Asia Consulting OOO
Potapovskaya Roshcha 7/1,
Office 37
108814 Moscow / Russia
T + 7 49 56 40 10 13
eac-mos@eac-consulting.de