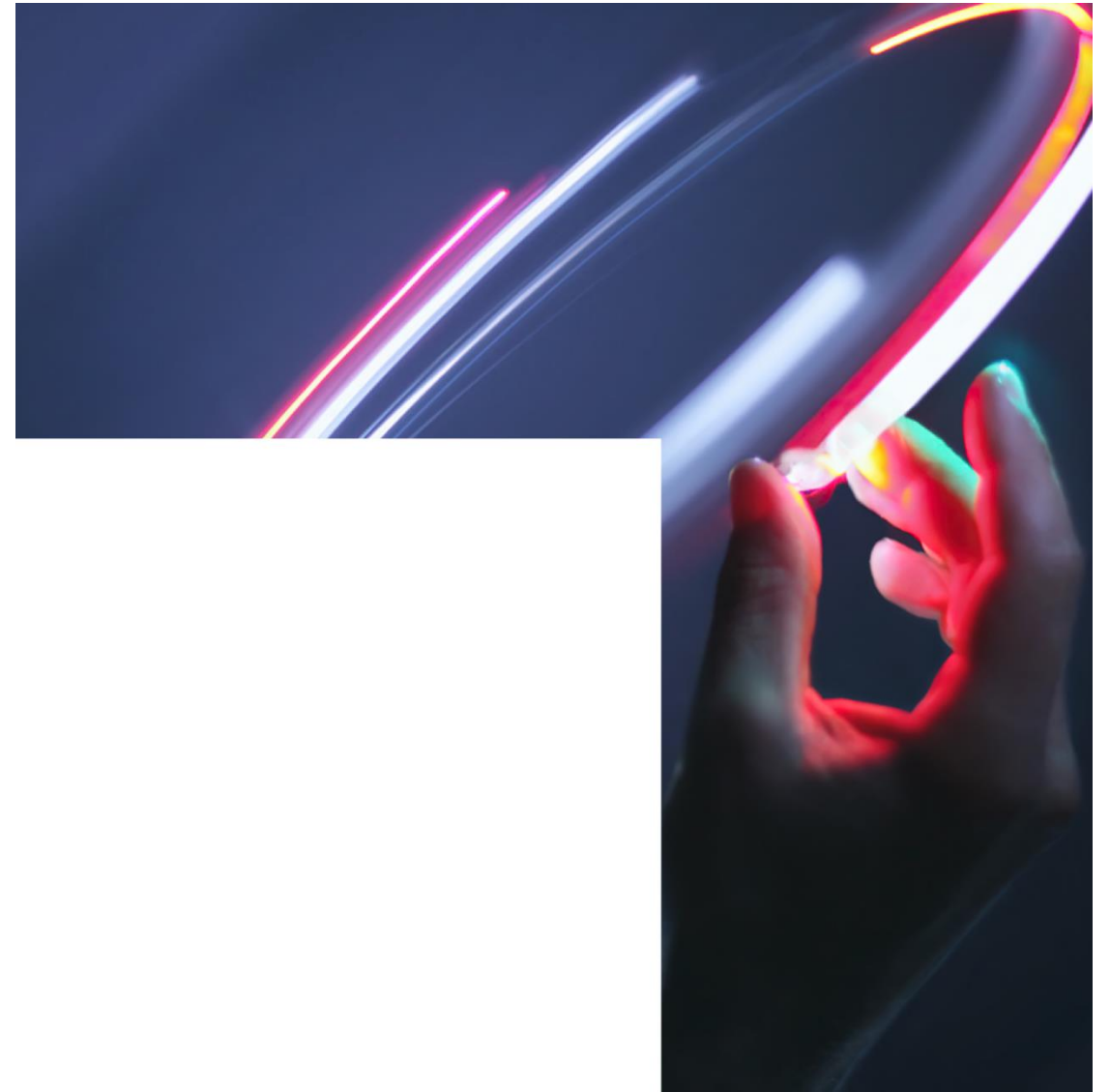


# Organizational Transformation

Jeff Bailey

Enabling the adoption and execution of innovative human structures and ways of working for a digital world



# *“Culture eats strategy for breakfast”*

*Peter Drucker*

“...and transformation for lunch.

Culture is the flywheel that maintains stability. It creates organizational inertia and a resistance to change—both good and bad.”

Gokhan Guley & Tracy Reznik



# The transformation challenge

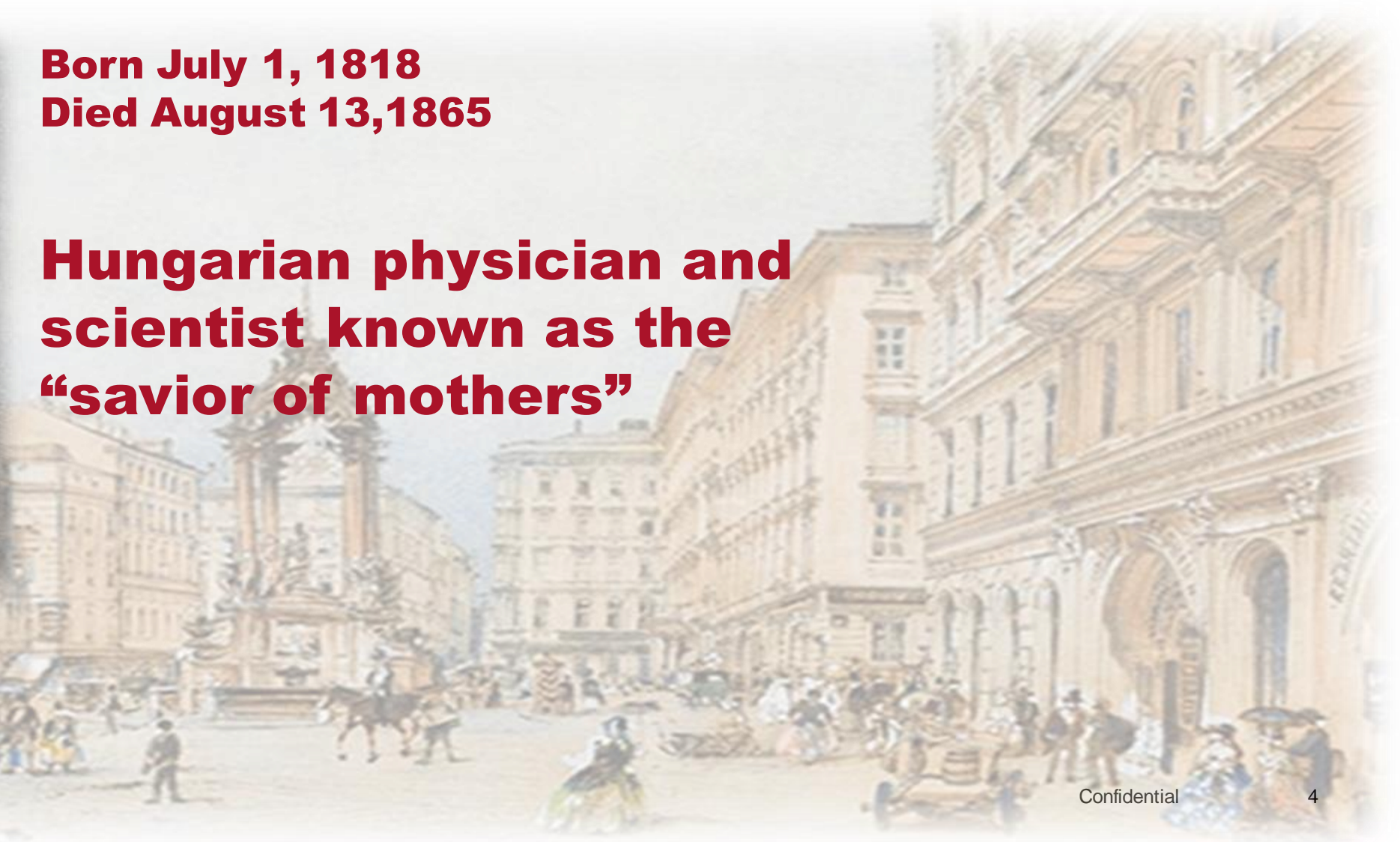
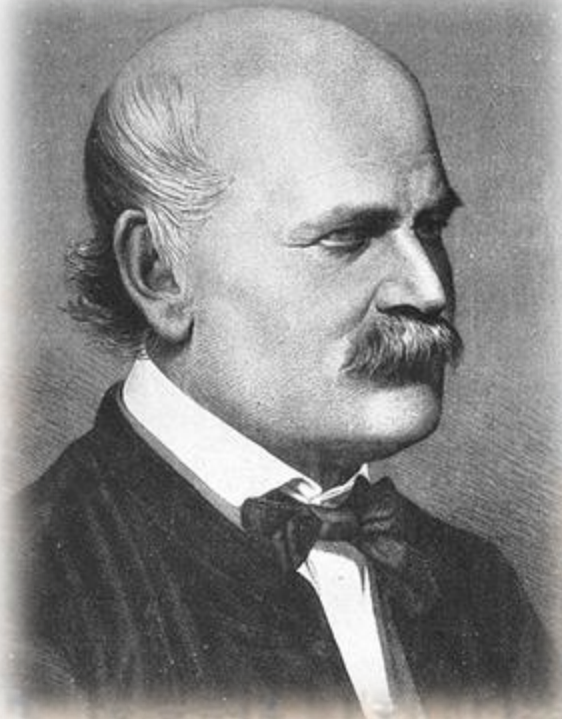
The alignment between business strategy and delivery of change (organizational agility) is one of the biggest challenges organizations face



# Ignaz Semmelweis

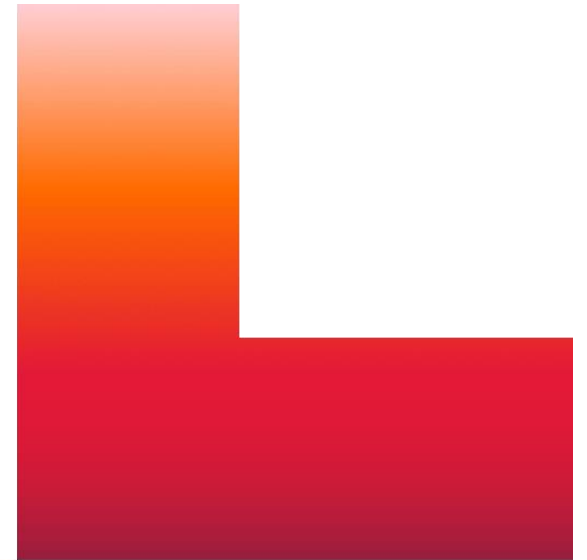
**Born July 1, 1818**  
**Died August 13, 1865**

**Hungarian physician and  
scientist known as the  
“savior of mothers”**



# Common barriers to transformation

1. Prescription with no diagnosis
2. Not embracing change
3. Skilled incompetence
4. Defensive routines
5. Not walking the walk



# Formula for digital transformation

## Organizational agility

It's not about which method you choose. It's about being nimble at scale

$$DT = (a + D)^I^n$$

## Impact of Innovation

### Leadership

Model innovative human structures and ways of working for a digital world

### Organizational Design

Align teams to operationalize strategic intent

### Technology

Change the pace and efficacy with which you leverage technology for business outcomes

### Operational

Think and act in new ways

## Digital Transformation

## Digital Value Chain

It's not what you have, it's what you do with what you have. Accelerate the exploitation of data and digital platforms for business outcomes.

# A new mental model

Generate dialog that matters

Collaborate your way to innovation

Nurture essential behaviors

Experience the outcome

Adapt to your context



