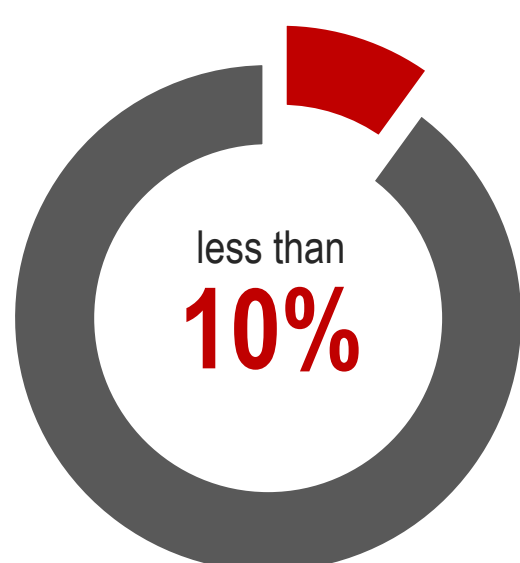


# TRANSFORMATION CAPABILITY

Transformations by their nature involve significant investment and are designed to bring about strategic changes to an organisation. It is also guaranteed that complexity and risk go hand in hand with these programmes of work.

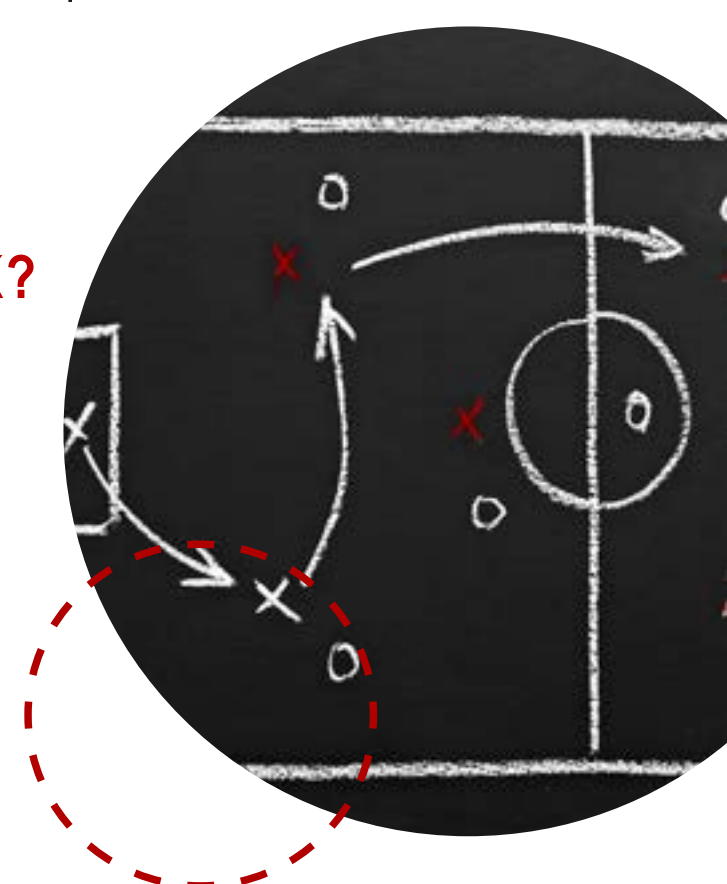


To minimise risk and increase chance of success a transformation programme needs the right capabilities... Unfortunately, less than 10% of leaders have the right capabilities and experiences required to successfully lead transformations.

## WHAT CAPABILITIES SHOULD AN ORGANISATION SEEK?

Capabilities can broadly be categorised into either delivery or specialist groups.

Delivery capabilities are focussed on the following management and governance of work to deliver outputs, outcomes and benefits.



## DELIVERY CAPABILITIES INCLUDE:

### 1 TRANSFORMATION MANAGEMENT OFFICE

As mentioned in our article [The Difference Between EPMO and TMO](#), the TMO has the mandate to transform the organisation.

The [Transformation Management Office](#) can a) help form a cross-functional team of the organisation's most talented and creative people, b) work with internal support functions such as the PMO to leverage fit for purpose standards and controls, c) bring in the right external talent at the right time; and d) support the Transformation Manager to get the initiative up and running with minimal business disruption.

### 2 PMO

There is a renewed opportunity and urgency for Business Aligned PMOs that are actively embracing the agile movement. These ['future proofed'](#) PMOs have built a new set of agile-based skills, and developed robust, yet flexible, project policies and commercial contracts.

### 3 PROGRAMME AND PROJECT DELIVERY SUPPORTS

Organisations don't need just technical support, they need to assess and understand unique challenges, set up robust and adaptive frameworks and have consistent leadership with an eye on progress and performance.

### 4 CHANGE MANAGEMENT OFFICE (CMO)

Substantial investments are made in transformations, programmes and complex projects, but results are only realised when new ways of thinking, behaving or working are adopted by people. To realise investments, organisational change requires a planned and structured approach; yet, our lessons from the field show that organisational change capability is low in most programmes.



## SPECIALIST CAPABILITIES:

Specialist capabilities on the other hand bring detailed subject matter expertise to the programme. These are found on the design, delivery and governance of the 'transformation' solution.

- BUSINESS
- SHARED SERVICES
- ARCHITECTURE
- TECHNICAL
- RISK
- POLICY

Need to manage change with minimal disruption? PM-Partners can advise on the appropriate set up, roles and governance to ensure transformation success. 1300 70 13 14.

