



transparent
choice

Successfully Implementing Business Transformation



Lisa is an established and capable leader, recognised for extensive experience in driving change and business transformation through the most important assets... People.

She has implemented strategies that have increased colleague engagement by 20%, reduced costs by over £90m and improved organisational performance across the board. She is an expert in change management with a focus on organisational design and effectiveness.



Lisa Wheatcroft
**CEO & Founder of
Oriri**

Specialist in change management
and organisational design

- Overview of business transformation?
- The business transformation cycle
- Leading business transformation
- Transformation in uncertain times
- The importance of engaging employees through change

Every business transformation is an iterative process which goes through different recurring cycles...

It can often feel like you need a roadmap to navigate it!

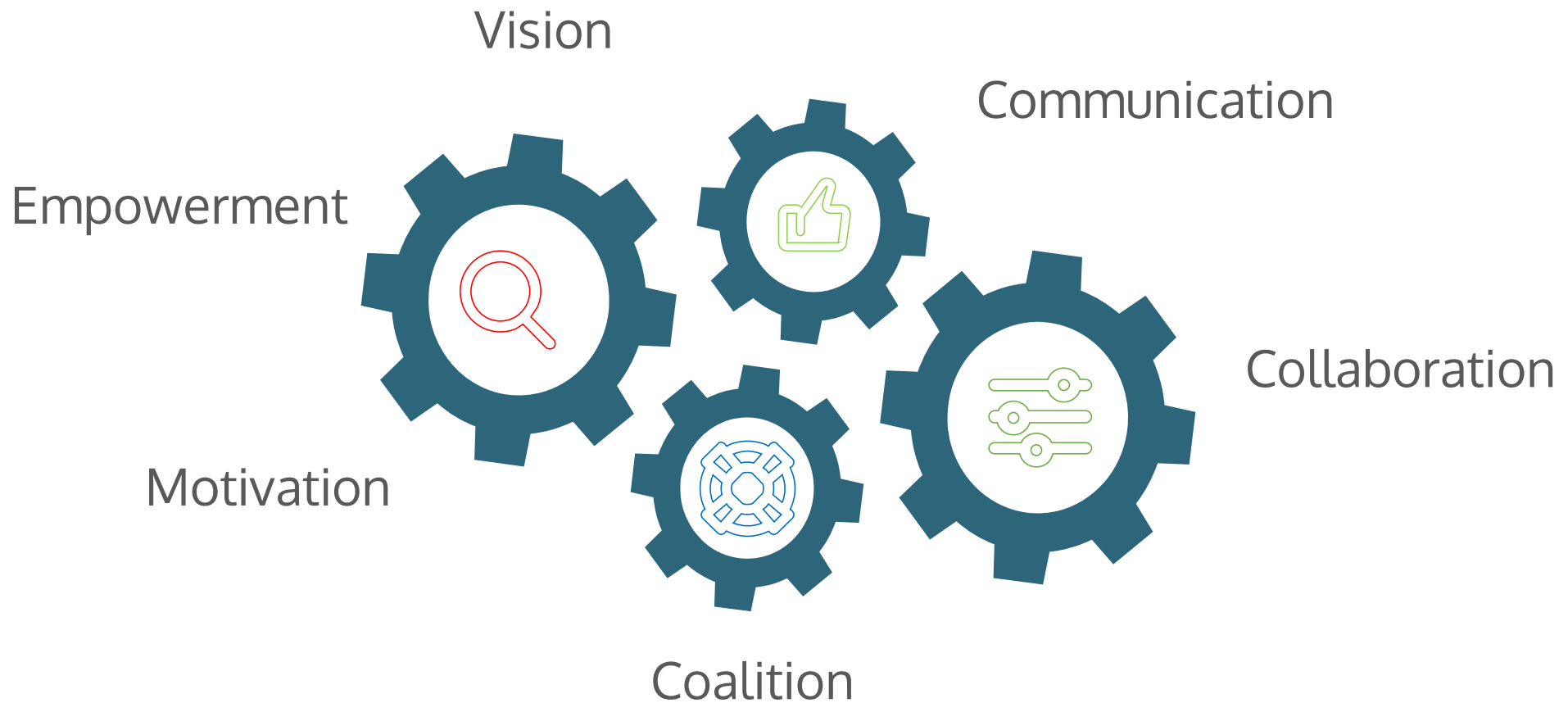


Envision

Engage

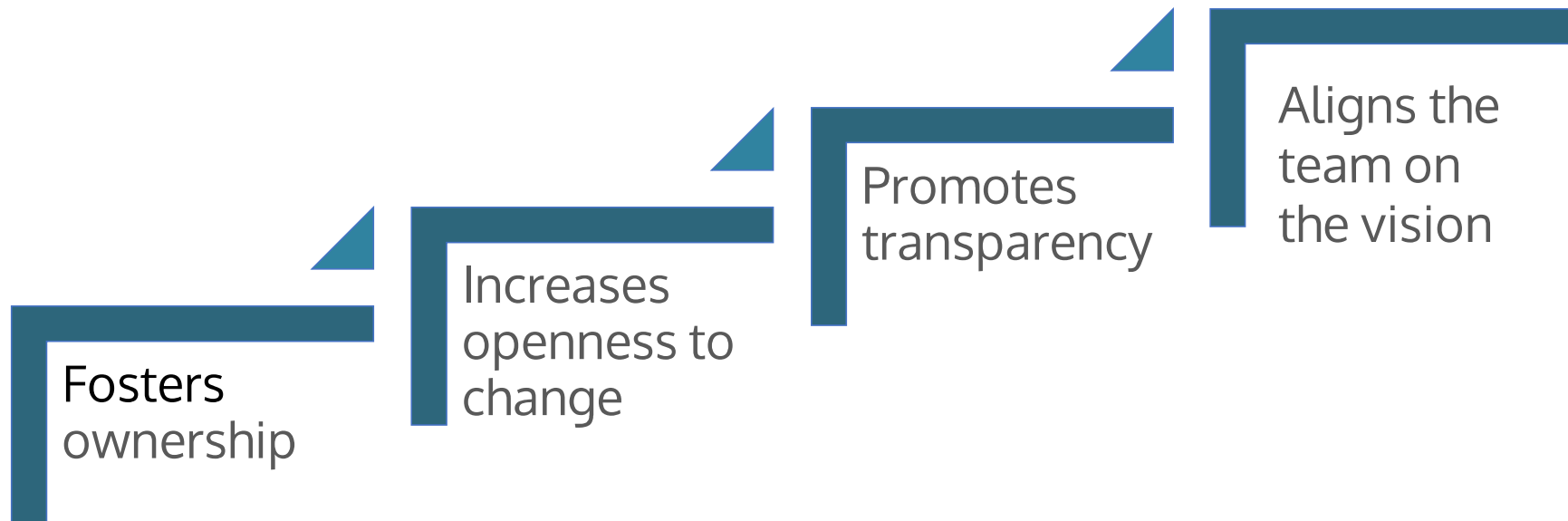
Optimise

Embed



When times get tough, the tough innovate and create
paths to future growth

Why is employee engagement so important?



Mission

Narrative

Our Why & Mission
Our Values & Behaviors
Our Story communicated
by CEO/ COO / CPO in
Video

Start with your Why and
build your framework
around this

Surveys

Linked to M & V

Weekly Pulse Sentiment
Monthly eNPS
Quarterly Engagement
Survey

Ensure You build Regular
Cadences of surveys

Awards

Linked to Values

Setup awards as
monthly, quarterly
and/or annual for
employee of the month,
unsung hero, best
improved etc.

Ensure you promote
awards given on your
intranet

Recognition

Linked to Behaviours

Setup certain awards so
they can be given peer-
to-peer by anyone in the
organisation. Ensure all
recognition received and
given is accessible to the
manager for one2ones.

Ensure staff are trained
how to give recognition to
peers

Feedback

Linked to Behaviours

Realtime peer to peer
feedback linked to
values and behaviors or
strategic pillars. Ensure
feedback is surfaced to
managers for discussion
in one2ones.

Ensure You run sessions
on giving feedback with
staff

Audience Q and A



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