



Controlling Cost

Managing Risk

Delivering Benefits

A Distinctive Approach To Executing Transformational Change

More than ever before businesses are seeking to implement transformational change to keep pace with rapidly changing market conditions, new opportunities and emerging threats.

This change, which often involves new technologies and more advanced operating models, is being driven by strategies focused on delivering sustainable long term growth.

Yet, **70-80%** of transformational change programs still fail at the execution stage. Why?



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We call this the Law of Inverse Visibility

The more visible the project, the less visibility you have into what's going on with it. They're the hardest to monitor and manage because...

Your internal people can't see everything that's going on. They have little or no experience with engagements like this, there are too many moving parts, and your people are typically operating in silos anyway.

Your technology vendors can help some, but they don't have full visibility into the people and processes around your implementation. Besides, they're hardly an independent third party.

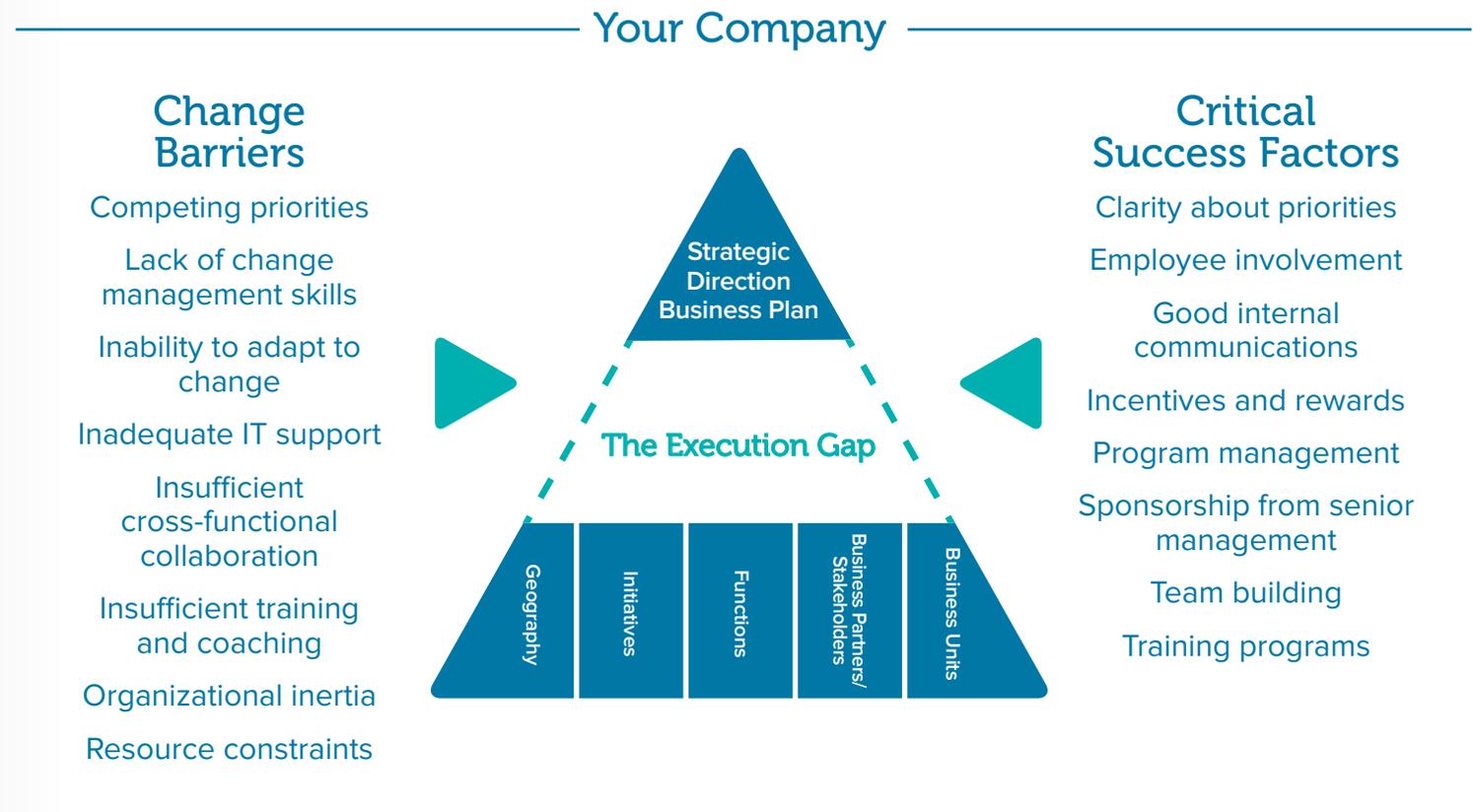
You don't have full visibility into the project either, but you do have the full responsibility for its outcome. The last thing you ever want to hear a CEO say is, "I didn't know what was going on in my company..."

“Change leadership is going to be the big challenge in the future.”

Dr. John Kotter,
Professor, Harvard Business School

How do you beat the Law of Inverse Visibility?

I. Identify the Change Barriers that create the Execution Gap in every organization and determine the Critical Success Factors that can close the Execution Gap





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II. Supplement your internal transformational change team with pmX, who bring three key attributes:

- 1 A small, independent team of very senior people who've overseen projects like this before, know exactly what to look for and can report directly to you
- 2 People on the team that have sat on both sides of the table – as management consultants and as senior business executives
- 3 Full access to the best tools and frameworks for major change initiatives. Some are tools the Big 4 firms won't use, because they'd rather do things the old way to keep their billable hours up

We work with CEOs and other senior executives to make sure their highest-risk, highest-visibility change projects won't fail. For further details of the pmX team, capabilities and clients plus a free online self-assessment of your own readiness for transformational change, please visit www.programexecution.com

Visit our website

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