Winning Change & Transformation in The New Decade

Less Pain and Improved Performance

Overview

Most organisations will be forced to change their ways to survive in the new decade.

"76% of CEOs said that their ability to adapt to change will be a key source of competitive advantage."

PWC survey of 1150 CEOs
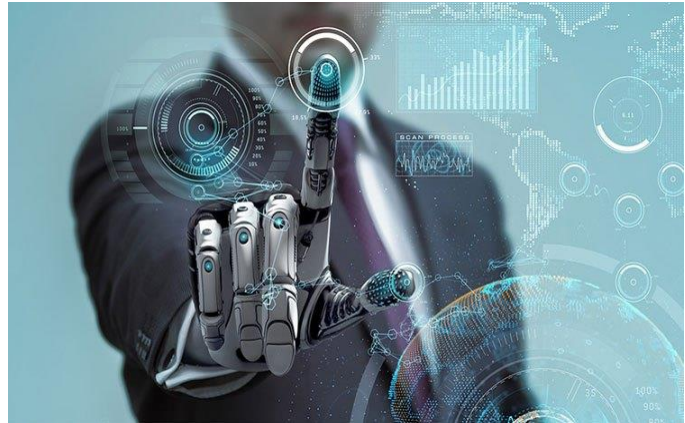
"At least 40% of all businesses will die in the next 10 years….if they don't figure out how to change their entire company to accommodate new technologies"

-**John Chambers**, Former Executive Chairman and CEO – Cisco Systems

"We have to look at the whole Corona virus circumstance that's caused a discontinuity and ask what opportunity does that present?"

-**Catherine Livingstone**, Commonwealth Bank Chair.
(Australia's largest bank)

Benefits of Successful Change & Transformation

- Organisations who are more agile will be more likely to survive in the new decade.

- Improved efficiencies with increased rewards at all levels.

- People who are less change resistant will contribute more.

- Less pain and anxiety during change and transformation.

- Take advantage of change and don't be left behind.

About the Author

Peter Karlsson
CEO, P&P Global

Peter Karlsson is an expert in Change Management, Transformation & Agile Program Leadership. He is the founder and CEO P&P Global and has developed the P&PTECH methodology. The methodology is based on thirty years of work with organisations across several industries and countries.

He has vast experience in working with large and midsize organisations during a crisis. Peter is a firm believer in looking for new opportunities during a crisis. He has supported organisations with winning change & transformation during a crisis for many years. Developing resilience and speeding up the recovery are his specialty.

Peter is passionate about winning change leadership & transformation- helping leadership teams, boards & senior executives succeed with less risk. A dynamic & performance-based approach have earned him respect and success among Leadership Teams & Board Rooms globally.

With 30 years of experience In Change Leadership, Transformation, Governance, IT Change Management& agile project integration. Peter has a strong international track record with large and midsize enterprises in Australia, Europe, The USA & Asia Pacific.

His vast professional experience spans several industries from FMCG, Health / Medtech to Manufacturing, & large scale PPPs. Peter has been involved in Billion-dollar projects as well as smaller projects. His achievements involve generating $ millions in growth for various organisations globally.

If you would like to learn more about our unique integrated services or are interested in advice, speaking engagements or training, go to:

http://www.advanceptech.com

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About P&P GLOBAL & P&PTECH

P&P Global offers cost effective change management, transformation and agile project management solutions that help you to save time and money with minimized risk. P&P Global creates a smoother operation with increased rewards for the entire team. Our custom-tailored solutions are designed to help you take advantage of a global and diverse marketplace. We help your team be more dynamic and agile so that you can win both globally and locally.

Our experts have supported organisations globally for the past 30 years, working across several different industries from IT, FMCG and Manufacturing to Medtech/Pharma and Healthcare. P&P Global works with large Multinational Organisations as well as SMEs. We support organisations through their entire lifecycle with dynamic and innovative change management, transformation and agile project management solutions for a constantly changing marketplace. We have created the P&PTECH methodology & process. An integrated approach that will help you win during change

Major advantages with the P&PTECH Solution

1. Easy to integrate with solutions and concepts you already have. Easy to customise with your people.

2. Keeping what works will save you money and time.

3. Works with both single projects and larger programs involving portfolios.

4. Less pain & anxiety during change & transformation.

Testimonial:

"P&P Global was very helpful in supporting our major Integration program related to eMr and eHealth. Peter Karlsson performed a gap analysis that was followed by action plans that greatly supported a portfolio of important projects. A Process dynamic system of change management and communication plans that targeted key stakeholders was introduced. Process oriented change management was also successfully integrated with Agile program management."

–MR P. M. PROGRAM MANAGER, AUSTRALIAN HOSPITAL NETWORK

P&PTECH integrated high-level process

Change, project and program management integration

P&PTECH INTEGRATED PROCESS

1 Project/Program Change Strategies V1
Change, Project, Business case, Governance, Sponsor, Vendor, Stakeholders, Risk

2 Prepare The Major Stakeholders
Communications, Training SMEs & Champions, Stakeholder Present/Future analysis

3 Test & Execute Pilot Strategies
First pilots, Dev, build Test, UAT and (Prod Environments), targeted relevant comms

4 Encourage Collaboration Blitz
Gap analysis, review UAT & tests, Champion meetings & coaching, Quality Management

5 Clear Action Plans & Execution
Further Testing: System Test & User, Defect/Bug Fix, Business Readiness - Go Live V1

6 How To Win Strategies - V2
Review V1, Start V2 P&PTECH Process, Improve all strategies, actions, heat maps - repeat cycle

P&PTECH
WINNING CHANGE & TRANSFORMATION

The P&PTECH process works for both IT and organisational change projects. We always custom tailor our solutions to our client's explicit needs. Although the steps above include some IT project terminology, it works as well with cultural transformation projects. The six-step process described above is for more complex and larger projects. Processes including 4-5 steps are also common in certain projects.

The P&PTECH process works well both at project and program level. P&P Global will integrate change, project and program management from the start to avoid gaps and a silo mentality further down the track. The P& PTECH methodology is designed to work well with agile and other project and change methodologies. You will save a great deal of time and money by keeping what is presently working. The methodology can also be used as the primary change project methodology. It works very well with modern software such as Jira, Project or other PPM software.

The new decade requires a more agile focus.

"Director sentiment drops to a three year low as over 60 per cent of directors expect weakened economic conditions over the next 12 months".

AICD, September 2019

The P&PTECH methodology makes you more agile.

The organisation of the future and its people need to be more agile in order to survive and prosper. Peter Karlsson (CEO – P&P Global) developed the P&PTECH process and methodology for the organisation of the future. After 30 years of working in several industries across many countries, he has designed a very outcome-oriented approach.

Well targeted communications during change are vital.

Having worked on projects and programs that had budgets from thousands to several billion dollars, Peter ensures that the methodology is extremely scalable. The methodology is designed to work across all departments and at all seniority levels. It integrates change, project, program management and also involves effective communication. Targeting the right people with the right communications is extremely important during change. Whether it is internal or external communications, speaking the right language is vital.

"Doing business in a weakening economy requires greater agility. Preparing your team for change and transformation becomes crucial if you want to win".

Peter Karlsson, 2019 – CEO P&P Global

This white paper will introduce you to the P&PTECH methodology to help you succeed in the new decade. Visit advanceptech.com for more information.

P&PTECH
WINNING CHANGE & TRANSFORMATION

Dealing with technology change
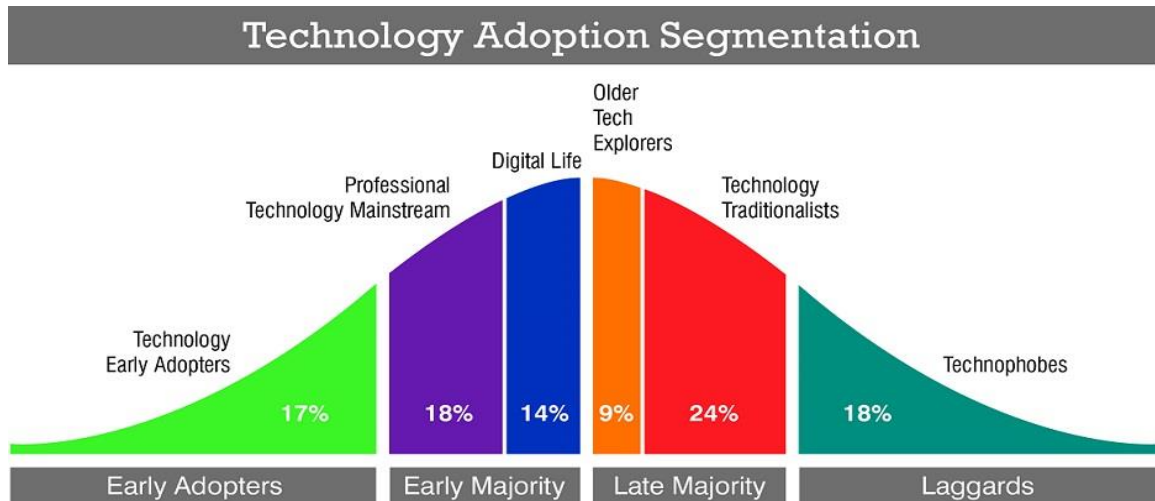
Not all people are supportive of technology change

Although most IT people are often supportive of new technology roll outs, most other people are not. IT staff often fall into the early adopter category and the rest of the staff into the other categories. Your sponsors and champions should ideally come from the early adopter category. The picture above shows an average curve. The author has worked on several projects where executives commented that the curve representing their company showed a skewness more to the right.

Change Management from portfolio down to operations

P&P Global have supported large organsiations with change & transformation solutions for many years. The above picture shows a high-level structure during change programs from portfolio level down to operations. We help to improve the structure of large programs.
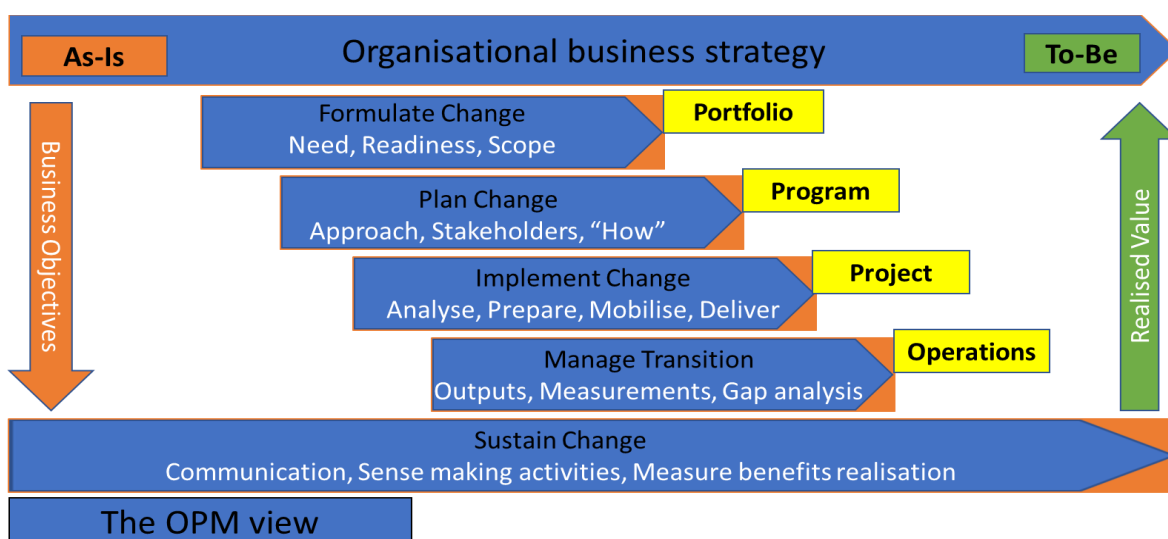
The Change Curve – An Emotional Roller coaster
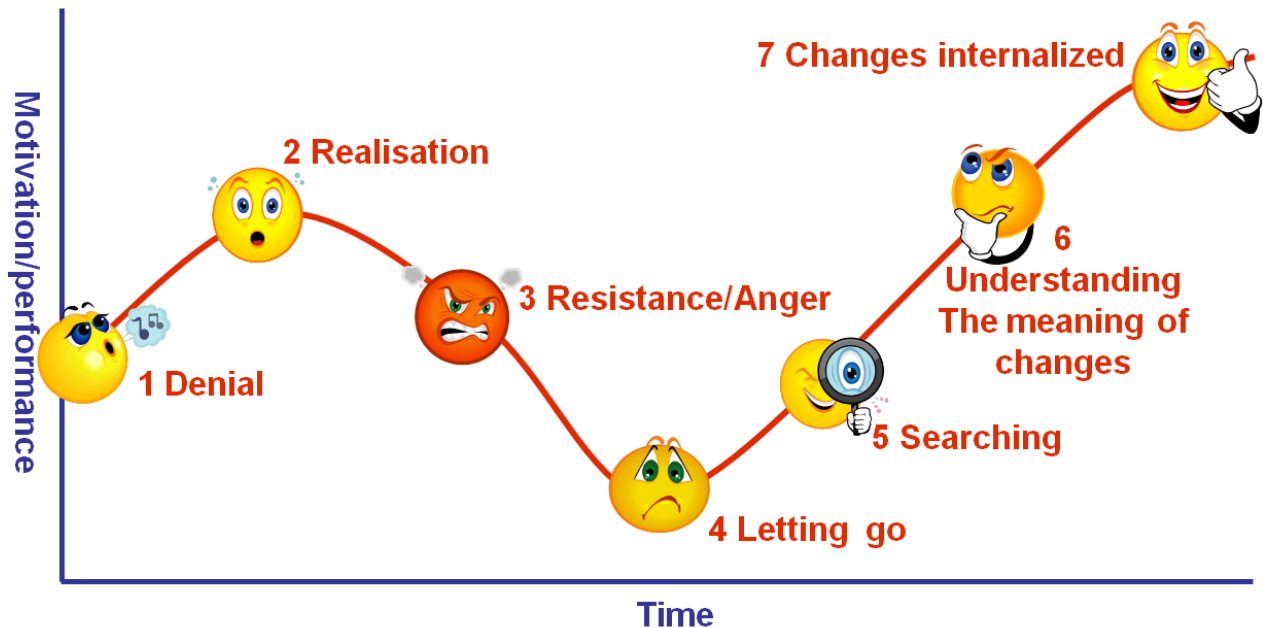

Minimising change Resistance

People deal with change the same way that people deal with the news of someone is about to die according to research. Understanding the curve above and how to deal with people as they go through the emotional roller coaster of change is a good start when it comes to minimising change resistance. Effective communications targeting the right people with the right messages is also important. So is identifying the right sponsors and champions. When you are ready to roll out your change project, ideally be at "smiley face number 7"

How to deal with difficult people during change
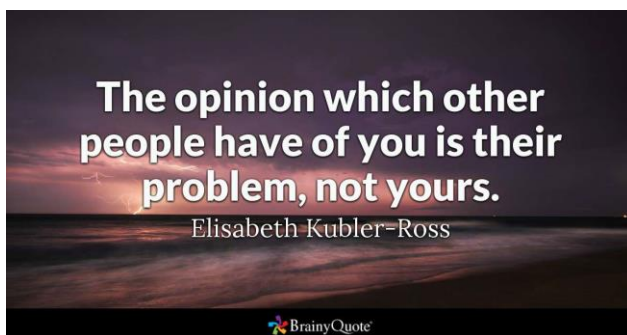
Elisabeth was a well-known Swiss American Psychiatrist and great at understanding people. The quote on the left is very important for change management practitioners. When people are in the resistance and anger stage, they can be very difficult to deal with. Some people find it more difficult to deal with change than others. When moving to a new office desk, the drawers might suddenly be on the other side and this might make them very angry. Having to get the paper clips from the other side of the desk makes them furious. They often take the anger out on the change manager or others who they see as responsible for the change. It is natural to feel rejected and upset when this happens. Keep in mind that they are only sharing an opinion and their opinion is their problem, not yours. If they get rude and inappropriate, don't let them

get to you and tell yourself that this is only their 'bullshit' opinion. Only about 7% of people tend to welcome change and these are the people that you ideally use as sponsors and change champions. Have the right people support you and be patient with the others!

Some people create problems and others solve them

Some people will always create problems because of their personalities. This becomes apparent during major change projects where you have more problems than ever. Good change project practitioners must be good at solving problems. Even when it comes to technology change projects, most problems are caused by people not the new technology itself. Therefore, change project practitioners must be good at dealing with people. If you are good at solving problems you will always get work in the change and transformation space, "but you need to have thick skin".

Testimonial:

"P&P Global was very helpful in supporting our major Integration program related to eMr and eHealth. Peter Karlsson performed a gap analysis that was followed by action plans that greatly supported a portfolio of important projects. A Process dynamic system of change management and communication plans that targeted key stakeholders was introduced. Process oriented change management was also successfully integrated with Agile program management."

–MR P. M. PROGRAM MANAGER, AUSTRALIAN HOSPITAL NETWORK

P&P Global service offerings

We offer the following service offerings for the organisation of the future. Click on the links to go to our website:

1. [Change management consulting](#)   (to be linked to website)

2. Agile project management integration

3. Communications and training

4. Minimising Change resistance

5. IT Transformation

6. Cultural transformation

Executive Summary

All organisations will face great challenges in the new decade. Many organisations who are not agile enough will not survive according to research. Technology changes will be necessary for organisations to be viable. With more change than ever, organisations need help to prevent change collision, change, fatigue and change resistance. Some organisations need total transformation in order to survive and transformation is very poorly understood so they need pragmatic support to win.

Implementing an effective change management framework increases the likelihood of success by 6X during change projects. You are six times more likely to meet budgets and timelines as well as other major objectives. Understanding how people deal with change mentally and minimizing change resistance Is vital during change. Most people are not supportive of technology change. Use the early adopters such as sponsors and champions to support your change projects.

Peter Karlsson, founder and CEO of P&P Global, has supported organsiations for more than 30 years with change management and transformation. P&P Global brings you the P&PTECH methodology, an integrated approach helping you win during change and transformation. We integrate change, project and program management from the start to prevent any gaps. We also support you with training and communications during change and will help to minimize change resistance.

Agile organisations who can respond quickly to change will be the winners in the next decade. They will need to deal with technology changes, smaller profit margins, climate change issues, trade wars and overall more changes than in any previous decades. P&P Global will help the organisations of the future to be more agile. We will help you to take advantage of change rather than being left behind. Contact Us now via info@advanceptech.com.

Introduction to main concepts

Most organisations including large companies and government agencies have massive problems responding to change. *Given that we now have more changes introduced on a yearly basis than ever before, this isn't surprising. Some organisations have however been able to take advantage of changes in society and the marketplace. Through a portfolio of successful change projects, they have been able to transform their organisations to win.*

Three major trends forcing organisations to change are globalization, automation and climate change. Organisations in the western world are constantly seeing escalated operating costs together with decreased rewards and can therefore not ignore these three trends. Lower wages in the developing world forces organisations in the developed world to automate. Many people in the Northern Europe now choose holiday destinations closer to home because they know that airline travel puts a great stress on the environment.

The organisation of the future needs to take these three trends into consideration or loose. We are already seeing that winning organisations are better at adapting to change in particular when it comes to globalization, automation and climate change. There are of course several other trends and forces in society that change and transformation experts need to support organisations with. Understanding global trends and forces is however vital.

*It is important to understand that **successful change management and transformation does not exist only at an organisational level.** Successful change management and transformation can only be achieved when most of the people within the organisations support the change and to a degree change and get transformed themselves. **The new decade will introduce more change than ever and most organisations are not agile enough.***

*The author has spent more than 30 years in the change and transformation space and has had plenty of opportunity to observe both successful and unsuccessful change and transformation. **The author will share some important experiences and insights in this paper** and will also quote some important research findings and statistics. The objective is to help the organisation of the future to win by taking advantage of changes in society.*

*As humans we are not designed to adapt to as many changes as modern society now throws at us. A more process-oriented approach to change and transformation and understanding the people side of change will help the organisation of the future to win according to Peter Karlsson. **76 percent of CEOs said that their ability to adapt to change will be a key source of competitive advantage.** (PWC survey of 1150 CEOs) **9 of 10 executives said that organisational agility was critical to business success and growing in importance over time.** (McKinsey quarterly, (Sull))*

*The following pages will help the reader understand basic concepts of successful change and transformation. The author also hopes that a thought process commences that allows for a further inquiry into **how adapting to change can be less painful in your organisation.***

Peter Karlsson, 2019 – CEO and Founder, P&P Global – P&PTECH

The challenge for most organisations

Most workplaces the author has worked in and visited have had major problems adapting to change. Peter Karlsson has worked across several different industries in many various countries. Having held permanent roles and also carried out a great deal of consulting type work involving all levels of the organisation, he asserts that this a universal problem.

The greatest challenges that organisations face during changing times:

- Most people find change very painful and it creates lots of anxiety.
- A majority of change projects exceed budget and don't finish on time.
- Transformation is very poorly understood and many organisations need to transform in order to survive in the future.
- Technology changes affect all organisations and most organisations are poorly prepared.

Problem	Solution
Change is painful causing change resistance	Understand that people often react to change the same way they would react when told that someone is about to die. Communicate early and frequently using the right type of messages for the right type of audience. Prevent resistance!
Exceeding budgets and timelines	Use more process-oriented change management strategies and road maps. Involve qualified and experienced change practitioners from the start of the project.
Poorly prepared for Technology changes	Get support with sponsorship strategies, vendor management, stakeholder analysis and risk management early in the program. Communication strategies targeting all relevant stakeholders with the right messages are vital for success. Reduce anxiety!
Transformation is very poorly understood	Get help from experienced practitioners who can start the conversation and help with future strategies and action plans.

Major problems that organisations face during changing times:

People are working longer hours than ever just to keep up. How are they going to be able to support future change projects that adds to their workload?

- Most organisations have plenty of change projects happening at the same time. This creates both change collision and change resistance.

- Understanding the difference between the present state and the future state can be difficult when it is large projects in particular. The people within your organisation might need help from the outside in order to complete this analysis.

- Identifying all stakeholders potentially affected and to what degree they will be affected can also be hard so you might need help with an accurate stakeholder analysis. This will help to optimize time and stakeholder management.

- Staff who are not experienced with change management and communication strategies will struggle, in particular when projects are complex and vast.

- Solving these problems will lead to better stakeholder engagement and improved efficiencies. When this is poorly understood there can be inadequate sponsorship.

- Research shows that a properly implemented change management framework makes it 6 times more likely for a change project to succeed with regards to meeting budget and specified timelines (Prosci, 2016). This is unknown to many executives and needs to be communicated to get their support.

- Although there are many change management methodologies, they are at times introduced at high level and not pragmatic enough. The author is a strong advocate for custom tailored solutions that meets the explicit need of the organisation.

- Getting help with transformation can be very difficult since you will be needing people who truly understand the bigger picture. Transformation is long term!

Pragmatic help with change and transformation projects

The Author has been involved with a vast number of change and transformation projects for more than 30 years working within several different industries. Here are a few examples of problems encountered and where the organisations needed support usually unexpectedly:

1. **Watch out for cowboy vendors.** A market leader needed to introduce a very important new software. This was the main solution impacting both online and inhouse sales. It would affect thousands of employees and hundreds of thousands of customers. The legacy solution was not just inadequate, the old vendor would not support the old solution any longer. The new solution had to be launched within 6 months' time, causing a great deal of stress. The author noticed that the new vendor tried to take advantage of this in their proposal. A video concept was greatly overpriced, and the author managed to get another vendor to provide the same concept for one seventh of the price. Costs in change management and training were also greatly reduced by optimising new digital media and train the trainer concepts. The cowboy vendor was kept on a short leash until completion. It was said that no one has ever seen the CEO as nervous as on the day of going-live. The CEO and other executives however commented that this was the most successful change project that the company had been in involved in so far. An experienced set of eyes and ears can make the vendor & Change Management easier.

2. **Watch out for reputational risks in large first-time programs.** The author was involved with the largest hospital Public Private Project (PPP) to date in Australia. One of the largest hospitals in the country had to be torn down and a new hospital had to be built while the old hospital still had to be functional. Apart from billion-dollar construction costs there were also new service contracts involving several billion dollars. Media coverage of the program was frequent and the politicians running scared since there had been initial problems with the quality and risk management of the program. The unions were very much against the entire project and contributed greatly to the bad publicity. The author was brought in and he focused on optimising quality and risk management ensuring that staff at all levels were adapting to all of the new changes. Staff had to be retrained and because they were running way behind schedule, he also ran intensive training sessions that at times had to involve hundreds of people. Today this PPP is seen as a very successful program and has become a model for other Hospital PPPs in the country. Executive teams in similar large programs have now learned that managing reputational risk is vital during vast first-time programs. This was a large transformation program involving portfolios of change projects.

3. **Watch out for potential productivity dips.** The largest company providing medical services had to roll out a new breakthrough software aimed at improving efficiencies for doctors and other health care providers. The new software was extremely different from the old software. The Managing Director expressed concerns that there could be a potential productivity dip. Since we were dealing with a public company, a dip of more than 5 percent would need to be reported to the stock market. The CFO asked the author to perform an analysis. The author designed and carried out an analysis involving doctors who were slow, medium and fast learners. The time it took to complete consultations with the old versus the new software was compared. It turned out that it took the average practitioner 60 patient consultations to get up to speed with the new software when they received the adequate training. After that they were faster with the new software. A busy doctor can see up to 60 patients per day. There was therefore no significant productivity dip that had to be reported to the stock market in this case. Other large software roll outs are often reported to involve productivity dips so watch out! The dips can of course be managed with improved change management and project management.

4. **Large scale digital transformation needs more process-oriented change management.** A large public hospital network was involved with large digital transformation programs aimed to be linked to the new my health record. A large portfolio of projects that also required integration with other hospital networks created many challenges. The author performed a gap analysis and focused on closing the most important gaps. Programs of this magnitude and complexity need a more process-oriented change management framework. The author introduced a Prosci change management framework which helped to increase efficiencies and also helped the network to pass future audits. Virtually all multimillion or billion-dollar programs tend to get audited. The author has helped several large change programs pass audits from the four major auditing firms. The author also improved the communications plan ensuring that all levels of stakeholders received the right type of communication to minimise change resistance.

Testimonial:

"P&P Global supported us greatly with one of our most important change projects allowing for a more customer centred solution. As the first change manager the company ever used, Peter Karlsson designed effective change management, communication and training plans. A stakeholder analysis allowing for efficient targeting of both internal and external stakeholders was also performed. Senior executives commented on that this was the most successful change project that the company has undergone. The new improved solution allows for an improved customer experience both on-line and at company sites across Australia."

–MR G.S. AUSTRALIA'S LARGEST AUCTION HOUSE

A Solution that supports change and transformation

The P&PTECH solution is designed to help the organisation of the future to win during change and transformation. We will also work hard to save you money and time.

The P&PTECH solution is designed to enhance existing modern methodologies such agile project management and Prosci, Kotter or other change management when in place.

We also create frameworks from scratch for clients who prefer this approach. Our philosophy is whatever is working for you, you can keep, and we will only add and change what is necessary. This has saved our clients a great deal of time and money over the years.

The P&PTECH solution is based on pragmatic methodology created while solving common problems in modern organisations. It is therefore an extremely value driven approach. Peter Karlsson created this solution after listening to concerns from people at all levels of the organisation. From cleaners up to directors, and C-level executives.

We gave a brief introduction to how we solve the problems, challenges, and issues raised in earlier sections of this white paper. For further information, please feel free to contact our company for a confidential and obligation free discussion at: Info@advanceptech.com.

Common organizational difficulties P&PTECH is designed to deal with.

Here are some examples of common problems that we work with in organisations:

Problem	Solution to problem
Staff poorly prepared for major changes causing anxiety and stress	Design pragmatic down to earth change management strategies. Improve internal and external communication strategies targeting the right people with the appropriate communications.
Extensive staff turnover causing problems with projects and BAU.	Provide expert advice, run workshops and engage all important stakeholders. Align change management, project management with BAU strategies and operations.
Too many changes at once causing change collision.	Provide change and transformation strategies at portfolio level as well as project level and align with main organisational objectives.
Organisations not agile enough to respond to changes in the marketplace.	Perform analysis to assess how agile the organisation is both from a change management and transformation perspective. Work with stakeholders at all levels to improve agility.
Escalating labour costs	Improve efficiencies in the organisation at all levels.

Projects behind schedule	Change and transformation experts involved earlier in the process can prevent this. Implementing a process oriented and people focused framework with effective communications to fix this.
Workloads underestimated	Change and transformation experts performing adequate impact analysis and advising the organisation from the start of the project.
Budgets exceeded	Change and transformation experts performing adequate impact analysis and advising the organisation from the start of the project. You are 5X more likely to meet budget with an effective change management framework.
Security problems	Implement adequate risk management frameworks including organizing risk meetings and training sessions on how to minimize risks.
Problems with vendors	Support vendor management from the start with improved strategies and action plans to "keep the bastards honest".
Problems with integration	Provide support and coaching on best integration with existing systems and processes.
People not willing to collaborate, silo mentality	Introduce tools, techniques and systems optimizing collaboration. Run training and coaching sessions improving collaboration.
Internal or external politics causing problems	Introducing an independent unbiased expert with the objective to help the organisation win. Watch out for major narcissists.
Selecting the best fit systems	An experienced change practitioner who understands how people deal with changes in systems, particularly with technology change, can save you a great deal of time and money.

The benefits of the P&PTECH solution

Organisations with an effective change management framework are six times more likely to meet their main objectives including meeting budgets and timelines during change.

Testimonial:

"P&P Global has helped us greatly with the Change, Market Analysis & Research of our new expansion project. We appreciate the fact that the most important risks were identified with suggestions on how to overcome them. We also like the fact that P&P Global can help us with future Quality Management issues and Audits in new markets".

–MR. A. S, DIRECTOR ASIAN MULTINATIONAL EXPORT COMP

Benefits	Meaning
Making your organisation more agile	Organisations becoming more agile are more likely to survive in the new decade.
A smoother operation with less friction	Improved efficiencies with increased rewards at all levels.
Minimized change resistance	People who are less change resistant will contribute more. Less chance of people blocking projects.
Adapting quickly to a changing world	Less pain and anxiety when the world is changing. Beat your competitors.
Advancing your people and technology	Take advantage of change and don't be left behind.

Winning Transformation versus Failure

For organisations to go through winning transformation, the people need to go through transformation as well. An example of this is Koenigsegg super cars. They decided to take over the facilities of an air force base that had closed down. This meant that they could use the air strip when testing cars with the intention of producing the fastest production car in the world. Against the odds they managed to achieve this.

Engineers who had previously worked on fighter jets started working on super cars for Koenigsegg instead. Going from working on fighter jets to super cars built from the carbon fibre, using the most innovative designs meant that the job descriptions for the engineers were totally transformed. People who are change resistant would not be able to be part of this transformation. People who are too change resistant often find it difficult to stay employed, particularly when the economy slows down.

The old air force base where Koenigsegg took over some of the facilities also attracted other innovative companies. Most of the old buildings are now occupied by companies helping to prevent unemployment in areas not close to a major city. This is an example of winning transformation where innovation breeds more innovation.

A much larger Swedish company that has undergone several transformations during the past 150 years is Sandvik. A decision to go from more traditional tools to new rock cutting technology was very risky. Today Sandvik is one of the top five suppliers of mining equipment in the world. Through innovation they have been able to grow and be a market leader despite wars, depressions and recessions. Their staff could not have been too change resistant and needed to transform together with the company.

Not all transformations are successful. Menswear company Charles Tyrwhitt experienced explosive growth when the internet was first introduced. They then decided to also sell children's clothing. This was a complete failure and the company became virtually bankrupt. Most transformation programs don't have a reverse gear, but they went back to doing what they did well and are today very successful. What saved them was that they were riding the wave of the megatrend internet shopping.

Effective and realistic strategies with appropriate risk management is therefore vital during major transformation programs. The author has noticed that many transformation

programs fail because of poor change and risk management. Many organisations also fail to understand that transformation also means new and possibly very different competitors. Examining and understanding the difference in risk appetite between different board members is a good start during transformation.

P&P Global ensures that there are no gaps between change, project and program management. The P&PTECH methodology integrates change, project and program management right from the start ensuring that there are no gaps. We also minimize change resistance from the start making the transformation process less painful. Early integration and effective targeted communications will save you a great deal of money and time in the long run.

The importance of purpose during transformation

The top business transformation of the past decade relates to Netflix. Having the right purpose and communicating that purpose is extremely important. Read the article extract below:

The #1 company, Netflix, is a case in point. In 2013, CEO Reed Hastings released an 11-page memo to employees and investors detailing a commitment to move from just distributing content digitally to become a leading producer of original content that could win Emmys and Oscars.

As the memo said, "We don't and can't compete on breadth with Comcast, Sky, Amazon, Apple, Microsoft, Sony, or Google. For us to be hugely successful we have to be a focused passion brand. Starbucks, not 7-Eleven. Southwest, not United. HBO, not Dish."

Since unveiling that new purpose, Netflix revenue has roughly tripled, its profits have multiplied 32-fold, and its stock CAGR has increased 57% annually, versus 11% for the S&P 500 (Harvard Business Review, September 2019).

Developing a laser sharp focus together with effective governance and pragmatic strategies will be essential for successful transformation in the new decade. We always encourage our clients to learn both from the winners and the losers. Netflix and other winning companies tend to be very good at understanding what is happening around them. Being analytical and having the right data at hand will help to predict the future. P&P Global can help you with this. We will also help with strategies, plans and effective execution.

Conclusion - Who will be the winners in transformation in the new decade?

Agile organisations who can respond quickly to change will no doubt be the winners in the next decade. Having staff who are not too change resistant will also be very important. Since we will see more change in the next decade than ever, minimising change resistance will be vital for the organisation of the future.

Automation and Artificial Intelligence will change the way we do business globally. Companies can also expect profit margins to shrink so they will need to be able to run a tight ship. Being able to take advantage of new ways of communicating globally and increasing collaboration with the right parties will also be vital to win.

Climate change and other environmental concerns will also change the way we live and do business in the next decade. Trade wars and disputes over financial dominance globally, relating to the US and China will also have an effect on the organisation of the future. The organisation of the future needs to be able to adapt to this. Take advantage of change and don't be left behind.

P&P Global helps the organisation of the future to be more agile during change. We help organisations win with effective, change management, transformation and agile project management integration solutions. The P&PTECH methodology will help organisations save time and money when they go through change and transformation. Some of the main benefits of the P&PTECH methodology are:

1. Organisations becoming more agile are more likely to survive in the new decade. Improved efficiencies with increased rewards at all levels.

2. Minimized change resistance, less pain and anxiety when the world is changing. Beat your competitors by being more agile than them.

3. Advancing your people and technology so you won't be left behind.

Contact us for more information: info@advanceptech.com

Learn More

Connect with us

https://www.linkedin.com/in/peterkarlsson1/
Email: info@advanceptech.com. Website: www.advanceptech.com
Tel: +61 (0)2 9997 3653
This document defines the White Paper to be used for P&P Global projects.
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