

TRANSFORM WITH

IMPACT



BOOST YOUR ORGANISATION'S TRANSFORMATION

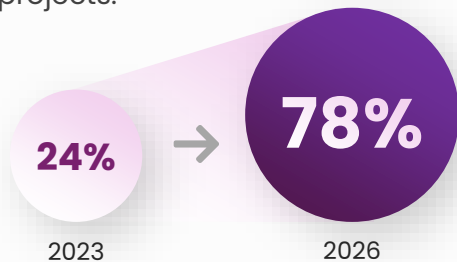
Introduction



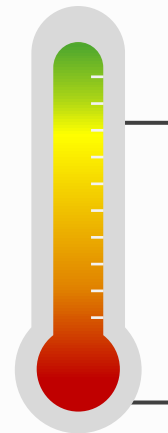
Organisations that excel at transformation have a competitive advantage

Transformation is an imperative

Proportion of organisations planning to **invest 6-10% of their revenue** in change projects:



Most transformations don't deliver



80%

of transformations are **Unsuccessful** or **Partially successful**

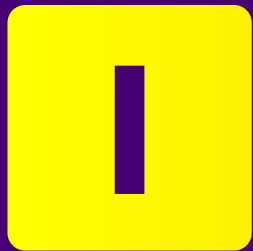
Transformation leaders have a competitive edge

Only **30%**

of organisations feel **confident** about their **change capabilities**:

- ✔ Executing strategic shifts at pace
- ✔ Delivering bottom-line impact
- ✔ Minimising cost of change
- ✔ Mitigating frustration from customers and employees

Transformation leaders apply six principles consistently



INCENTIVISE

Unlock fast decision making



MARINATE

*Start slow...
...deliver fast*



PRIORITISE

*Aim for a small book of change:
(de)prioritise*



ACCUMULATE

*Build in increments;
Bank the small wins*



CONSULT

*Co-design with end users;
Nurture sponsorship*



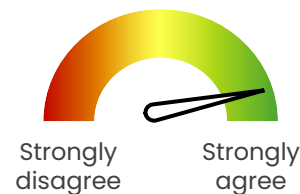
TRIED & TESTED

*Avoid trailblazing;
Borrow others' success*



Transform with IMPACT would help organisations accelerate their transformation efforts.

Source: Transform with IMPACT participants survey



The first three principles set transformations for success

I

INCENTIVISE

Unlock fast decision making

M

MARINATE

*Start slow...
...deliver fast*

P

PRIORITISE

Aim for a small book of change: (de)prioritise



Business objectives are unclear and incentives are skewed toward BAU rather than transformation priorities.

Solutions are decided in a rush. When concerns surface, capital is already committed and turning back is hard.

Executive and team focus is diluted across too many initiatives, resulting in slow progress and frustration.



Success is clearly defined and tied to personal incentives for executives, project leads and suppliers – everyone has skin in the game.

The team spends a few extra weeks pressure-testing assumptions and risks before committing capital. This de-risks and accelerates implementation.

Good opportunities are consciously deprioritised to focus efforts on delivering tangible results from fewer initiatives.

The second set of principles boost the execution of transformations

A

ACCUMULATE

*Build in increments;
Bank the small wins*

C

CONSULT

*Co-design with end users;
Nurture sponsorship*

T

TRIED & TESTED

*Avoid trailblazing; Borrow
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Stakeholders wait months before seeing tangible impact. Momentum fades and confidence erodes.

Stakeholders are 'managed' rather than truly engaged. Resistance surfaces late, impacting benefits realisation.

Execution introduces unnecessary novelty - untested suppliers, new approaches and learning on the critical path.



Value is sequenced and delivered early. Tangible wins are delivered every quarter. Momentum builds, risk reduces and confidence compounds.

Influencers and end users are engaged early and continuously. Concerns are addressed before go-live, accelerating adoption and protecting value.

Creativity stays in design. Delivery is predictable and controlled, drawing on proven playbooks and experienced operators.

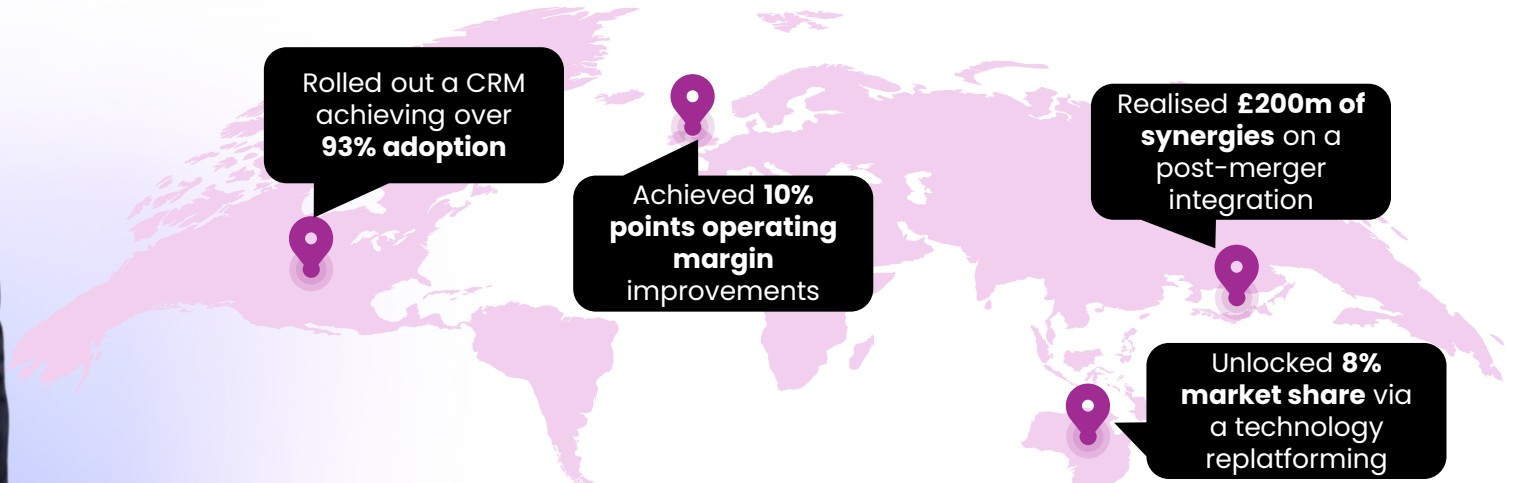
Transform with IMPACT is grounded in real delivery - not theoretical jargon



Ed Larpin
Creator & Facilitator
of *Transform with IMPACT*

15+ years experience
leading transformations

80+ transformations
& projects delivered



Financial Services & Private Equity



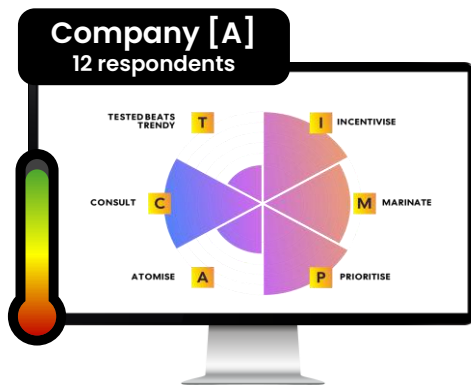
Corporate & Government



Our tailored approach will boost your organisation's transformation

1.

Assess your organisation's transformation capability



Our **Diagnostic Tool** is completed by your employees to provide a clear view of what is **helping** and **hindering** your organisation's transformation capability


2.

Master the 6 principles of

I M P A C T

Our 2-hour bootcamp will:

- Focus on the areas highlighted in the diagnostic
- Equip sponsors & executives to be effective transformation leaders
- Refresh projects managers on the 6 principles of successful projects

 Deep dive on next slide

3.

Equip your team with practical tools

Your team will leave the bootcamp with:

- Practical take aways applicable to their live projects
- A field guide with key concepts
- Access to a digital toolkit constantly updated with ready-to-use frameworks



The 2-hour bootcamp will strengthen your team's transformation capability



Highly interactive

Up to 10 participants



Tailored

Focuses on the opportunity areas highlighted in your diagnostic



Practical, jargon-free

Packed with real-life transformation stories



Designed to stick

Easy to recall acronym and engaging, visual content illustrated by cartoonist Chaz Hutton



Optional: **Make it practical** – use your live transformation as the working case study

TRANSFORM WITH IMPACT

T
Tried & ...
Avoid tra...
Borrow othe...

Avoid:

- ✗ 'But we're unique' mentality
- ✗ Trend-led decision making

Try instead:

- De-risk delivery by tweaking what others have done
- Marinate! Start with the problem statement, not...

9/10 times, it has been done before! What worked? What failed?

TRANSFORM WITH IMPACT

C
Con...
Co-design w...
Nurture sp...

Influencers
incl. decision makers.

High	⚠️	⚠️	✅
	⚠️	⚠️	✅
	⚠️	✅	✅

TRANSFORM WITH IMPACT

M
Marinate
Start slow...
... deliver fast

Hard truth

Once you spent your first \$1, it's hard to pull the plug

Myths

Projects fail because of poor execution

Planning is passive

“Give me six hours to chop down a tree and I will spend the first four sharpening the axe” [Abraham Lincoln?]

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Transform with IMPACT is delivered in a format that fits your organisation



Virtual Session

Recommended
for executives

Remote

1.5 Hour

Q&A

Up to 10 attendees

£1,600+VAT



Bootcamp

Recommended
for project teams

In-person

2 Hours

Highly interactive

Up to 10 attendees

£2,800+VAT

Custom

Reach out to discuss!

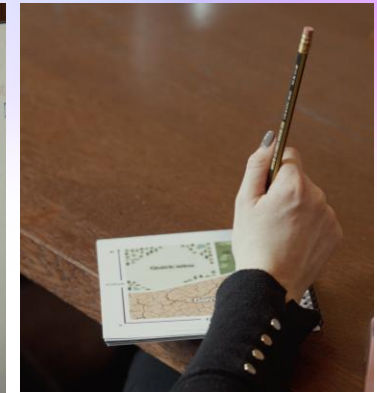


“The bootcamp is built on real delivery experience – the case studies and practical insights made it immediately relevant to my work.”



Shannen Dolan

Senior Project Lead, UK National Health Services



“With project failure rates stubbornly stuck at ~80%, IMPACT offers something rare: actionable, evidence-backed techniques that actually move the needle. Two hours I'd recommend to any leaders who's tired of watching initiatives stall.”



James Stewart

Business Manager, JP Morgan



“Excellent session. IMPACT is a practical, easy-to-remember framework I will keep using as a checklist amid the intensity of live transformations.”



Mark Wood

Food & Beverage Operations Executive



Are you ready to

TRANSFORM WITH

I M P A C T



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