

TRANSFORM WITH

**IMPACT**



# BOOST YOUR ORGANISATION'S TRANSFORMATION

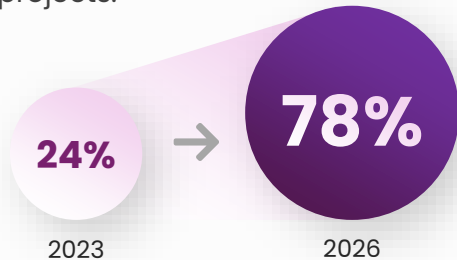
Introduction



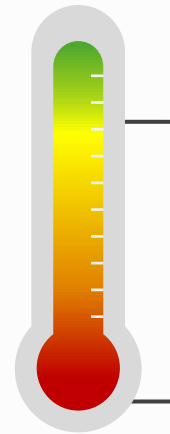
# Organisations that excel at transformation have a competitive advantage

## Transformation is an imperative

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



## Most transformations don't deliver



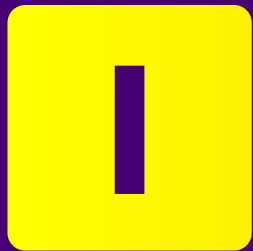
**80%** of transformations are **Unsuccessful** or **Partially successful**

## 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*



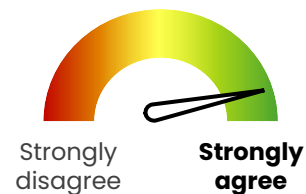
## TRIED & TESTED

*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  
others' success*



*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.**

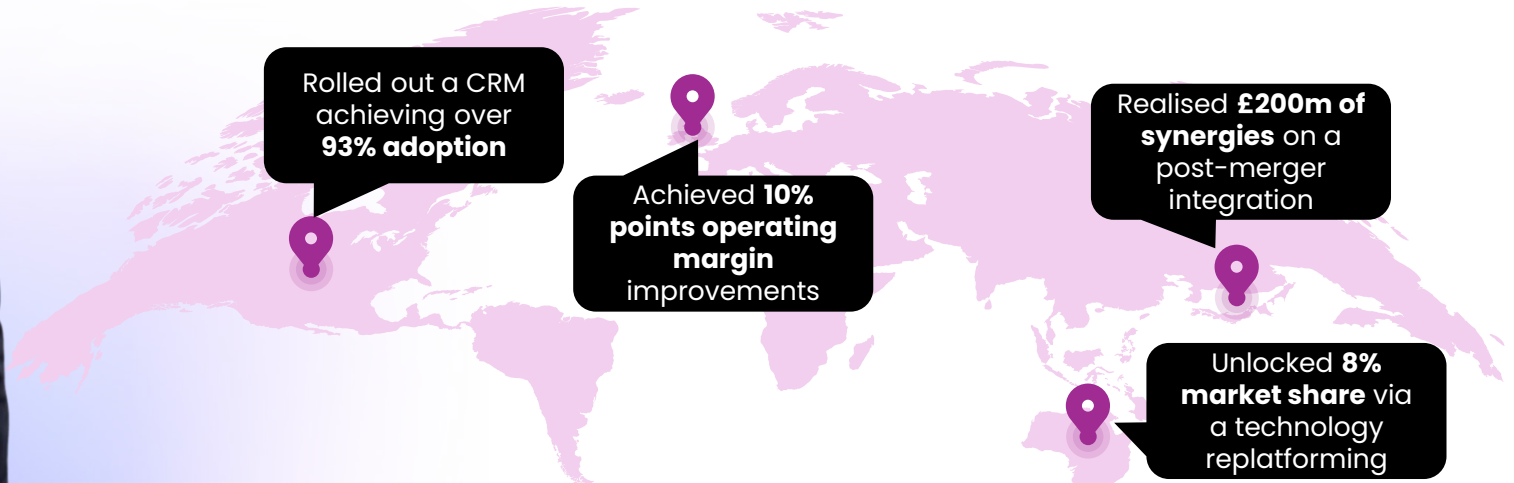
# Transform with IMPACT is grounded in real delivery - not theoretical jargon



**Ed Larpin**  
Creator & Facilitator  
of *Transform with IMPACT*

15+ years experience  
leading transformations

80+ transformations  
& projects delivered



## Financial Services & Private Equity



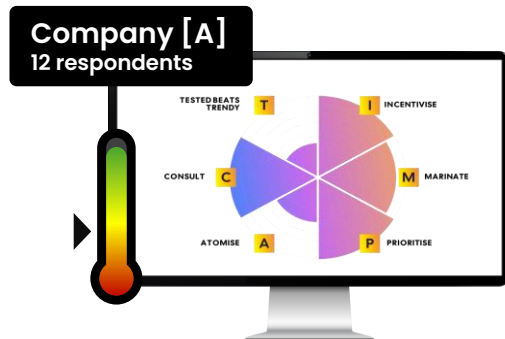
## Corporate & Government



# Transform with IMPACT comes in three formats, designed to fit your needs

## Enterprise Diagnostic

**Assess your organisation's transformation capability**




Our web-based **diagnostic tool** is completed by your employees to surface what is **helping** and **blocking** your organisation's transformation

## Initiative Health Assessment

**Evaluate your portfolio of live initiatives**

**Initiative [A]**  
Likelihood of successfully delivery



Recommendations

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Our **structured assessment** evaluates your live initiatives, providing a score and targeted **recommendations** for each


## Bootcamp

**Master the 6 principles of**

**I M P A C T**

Our **2-hour bootcamp** will:

- Equip sponsors & executives to be **effective transformation leaders**
- Give project leads a **common framework** and shared language
- **Challenge the assumptions** that cause most transformations to stall

 **Deep dive on next slides**

# 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 & Borrow other

**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?

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

**Influencers**  
incl. decision makers.

High	⚠️	⚠️	✅
	⚠️	⚠️	✅
Level of Influence	⚠️	✅	✅

**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 brings clarity to the chaos of mobilisation and, crucially, shows real commitment to people by aligning and supporting them through what can be an already stressful period.



**Tom Parish**

Global Head of Client Group Change & Transformation, Schroders

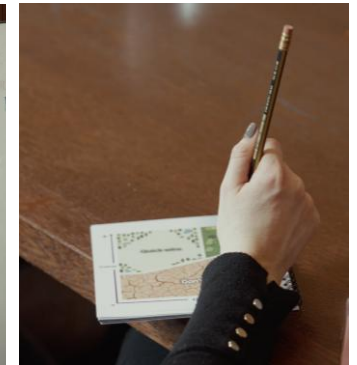


The bootcamp is built on real delivery experience – the case studies and practical insights made it immediately relevant to my work.



**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**



**Ed Larpin**

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