

PROJECT one

Shaping Change

Translate your strategy
into clear action

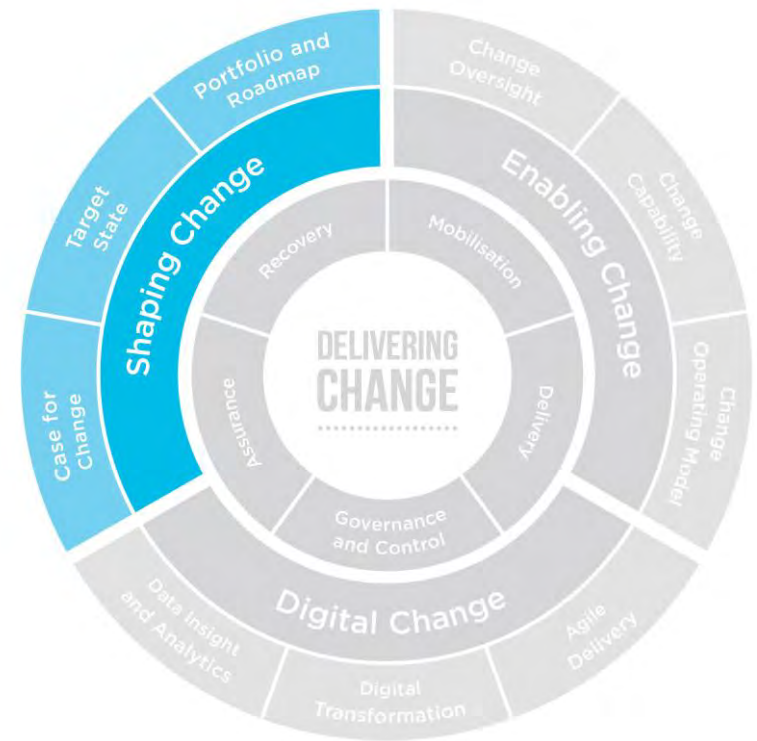
Shaping Change

Translate your strategy into clear action.

You need our Shaping Change services when you:

- Need to build a compelling case for change
- Have to define a clear target state for your business
- Want to develop an achievable portfolio of programmes and a delivery roadmap.

Shaping Change
At the forefront of our services



Ensuring strategic ambitions are translated into clear, actionable and achievable change plans.

Build a case for change

You need to have a compelling reason to change.

Create the urgency and build a coalition to deliver.

- Outline the opportunities that can be taken advantage of
- Describe the issues that will be addressed
- Define the benefits that will be delivered
- Establish the key indicators to measure
- Engage stakeholders to get them on board
- Communicate the 'why' across the organisation.



If you don't build a case for change:

- Issues and opportunities will be missed
- Business benefits will not be understood
- Investment decisions will be difficult to justify
- Stakeholder buy-in will not be gained
- Employee understanding will not be achieved.

Define the target state

You need to know your destination.

Describe the target state for your change journey.

- Confirm a clear vision
- Articulate the business outcomes
- Define the 'target operating model'
- Build a shared understanding of how things will work
- Describe the impact on customers, suppliers and employees
- Create the transition states that will be needed.



If you don't define the target state:

- Required changes will be hard to identify
- Investment decisions will be difficult to justify
- Communication will be more challenging
- Stakeholder buy-in will not be maintained
- Business confidence will diminish.

Develop the portfolio and roadmap

You need a clear focus for your change journey.

Construct the change portfolio and roadmap ahead.

- Capture the existing change demand
- Identify the new programmes that will be required
- **Prioritise programmes for delivery and weed out 'pet projects'**
- Right-size the portfolio to ensure achievability
- Map out key dependencies to sequence delivery
- Build a change roadmap with key milestones.



If you don't develop the change portfolio and roadmap:

- Priorities will not be aligned to business outcomes
- Change programmes will be ill-defined
- Dependencies will not be understood
- Programmes will not be delivered in a timely manner
- Benefits will not be achieved.

For more information, read our blogs

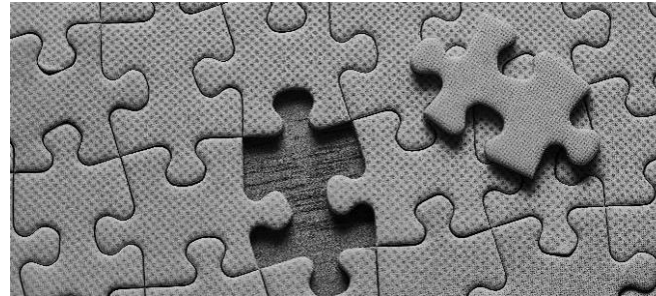
[Building a compelling case for change](#)



You have been given a problem to solve or an objective to achieve. You have developed your strategy; you know what needs to happen – **why doesn't everyone else?**

[READ MORE](#)

[Defining a clear target state](#)



You've invested in talking about your vision, strategy and defining your case for change. Then you have that déjà vu feeling of having been over it all before but nothing really changes. How can you make it happen this time?

[READ MORE](#)

[Developing an achievable change portfolio and roadmap](#)



Too many active programmes, not enough resources, unrealistic pressure to deliver and a never-ending pipeline of **'urgent' new requests**. Recognise these? You may have a large-scale change portfolio **that's out of control**.

[READ MORE](#)

Project One can help

Our unique experience and approach will help you tackle your key change challenges:

 <p>Change expertise</p> <p>Practitioner skills and real-life experience</p>	 <p>Genuine independence</p> <p>Call out the right thing to do</p>	 <p>Bespoke solutions</p> <p>Tailor the approach to your situation</p>	 <p>Whole-team knowledge</p> <p>Call on a huge depth of experience</p>
 <p>Results focus</p> <p>Drive towards the business outcome</p>	 <p>Remote working</p> <p>Lead virtual teams</p>	 <p>Collaborative assurance</p> <p>Work by your side</p>	 <p>Capability uplift</p> <p>Bring your team along the journey</p>

External recognition



Special recognition for:

Digital Transformation, and
Organisation and Change

Voted by our customers and peers.



Recognised as a:

A UK Best Workplace

Centre of Excellence in Wellbeing

Independent accreditation via
anonymous employee survey.



Ranking in 3rd place:

Fastest International Growth

Independent comparison of 200
mid-market organisations.