FIVE CRITICAL CONSIDERATIONS TO A SUCCESSFUL TRANSFORMATION

Who do I think I am?

- Founder Leap Consulting Solutions
- 23 Years in the Staffing & Recruiting Industry
- Almost 10 years dedicated to HR Tech and building stacks
- Consulting with Enterprise, Mid, Start up Firms
- Obsessed with technology
- Change advocate
- Goat lover
- Women advocate

We got our hands dirty in 2020 & 2021…

What we are experiencing:

- Going remote, hybrid, and beyond
- How work works
- Automation
- Adoption

What's ahead:

- Resumes: 1482 people (aren't we past this)
- Job Postings: BORING
- Alexa: Fill my jobs

But what did we observe the most?
Willingness to change

A belief…

- ♥ Empathy
- 👁 Vision
- 🎭 Culture
- 🧠 Experience
- 🐷 Revenue preservation & generation
- £ So much more…

Most common issues

- Fail to plan – plan to fail
- Band-aid Buying
- Swivel Chair Effect
- Lack of voice of the customer

It's not slowing down
Organizational & Innovation

- Disruptive change occurs because of innovation in industries, change in the company's structure, or transformation in business models. These fundamental changes disrupt the way an organization conduct business.

- Why is it such a big deal today?

- Our digital age has accelerated the frequency that change happens, needs to happen, and should happen.

- The HR Tech industry accelerated to almost 5 billion in investment in 2021 - innovation disruption will be an ongoing discussion.
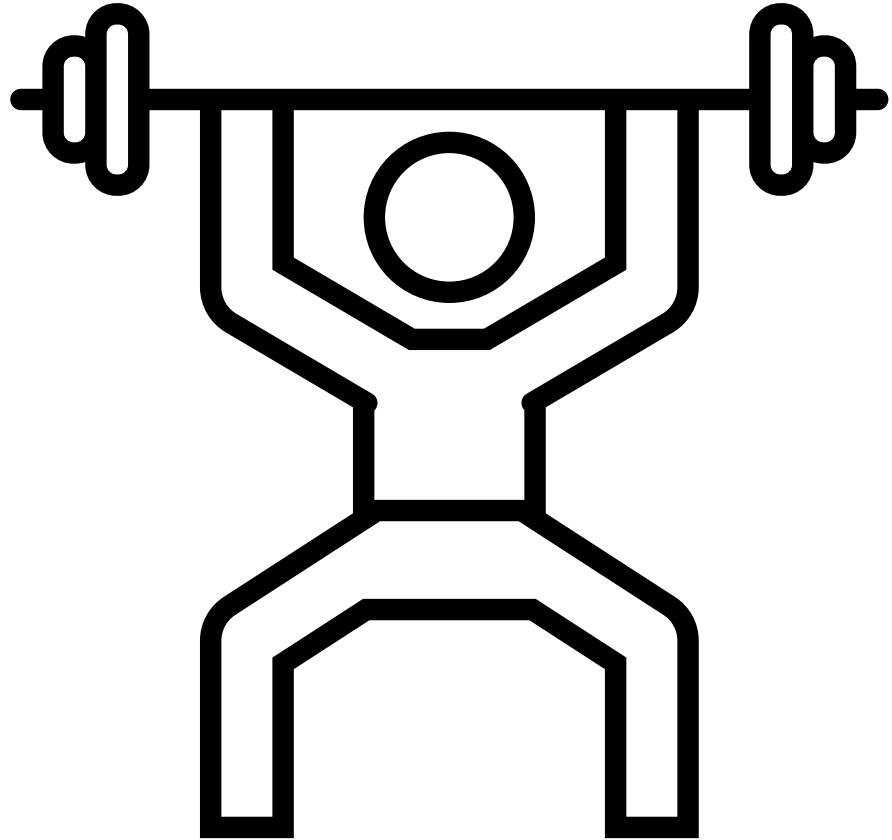
Organizational disruption:
The odds are stacked against us…

- According to Forbes, 70% of businesses will fail at change

- What you can do to succeed

Consideration #1: Tolerance & Timing

What is your disruption tolerance?

- Culture
- Change fatigue
- Roadmap Communication
- Lead time to create buy in
- Scope

Consideration #2: Resources

Resources such as people, technologies, equipment, applications, and cash are the major resources that determine how your other non-physical resources will perform. These non-physical resources are information, product design, brand, inter-departmental relationship, and public relations.

Resources, therefore, play a vital role in the change process. The better the resources the easier it will become to manage disruptive change.
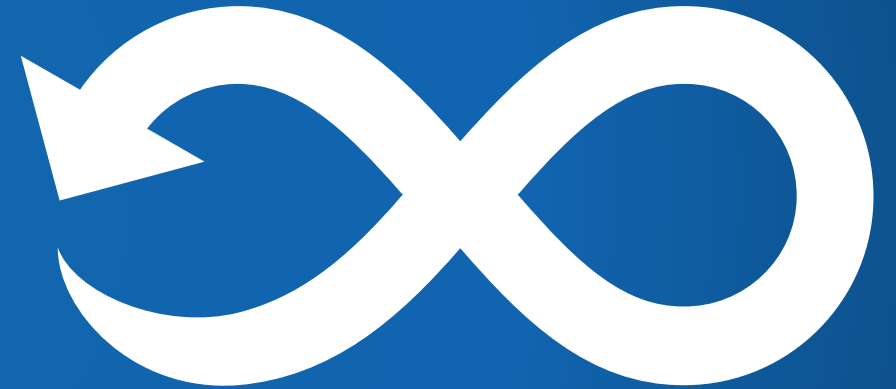
Consideration #3 : Process

Processes play an equally important role when an organization faces disruption. The type of business processes in place and looking at the entirety of the process rather than one singular broken piece.

There are formal and informal processes. The formal processes are properly documented and defined. Informal processes should be commercialized through the organization through what I call a "marketing coat of paint."

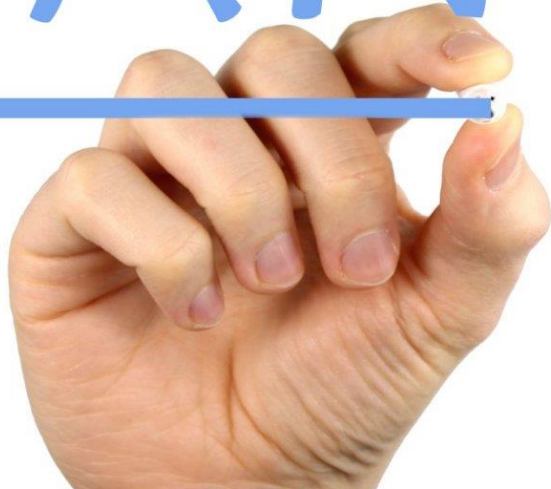*Evaluating the whole of the process is key to end users understanding why, how, and what's in it for them.*

Consideration #4: Metrics & Rewards

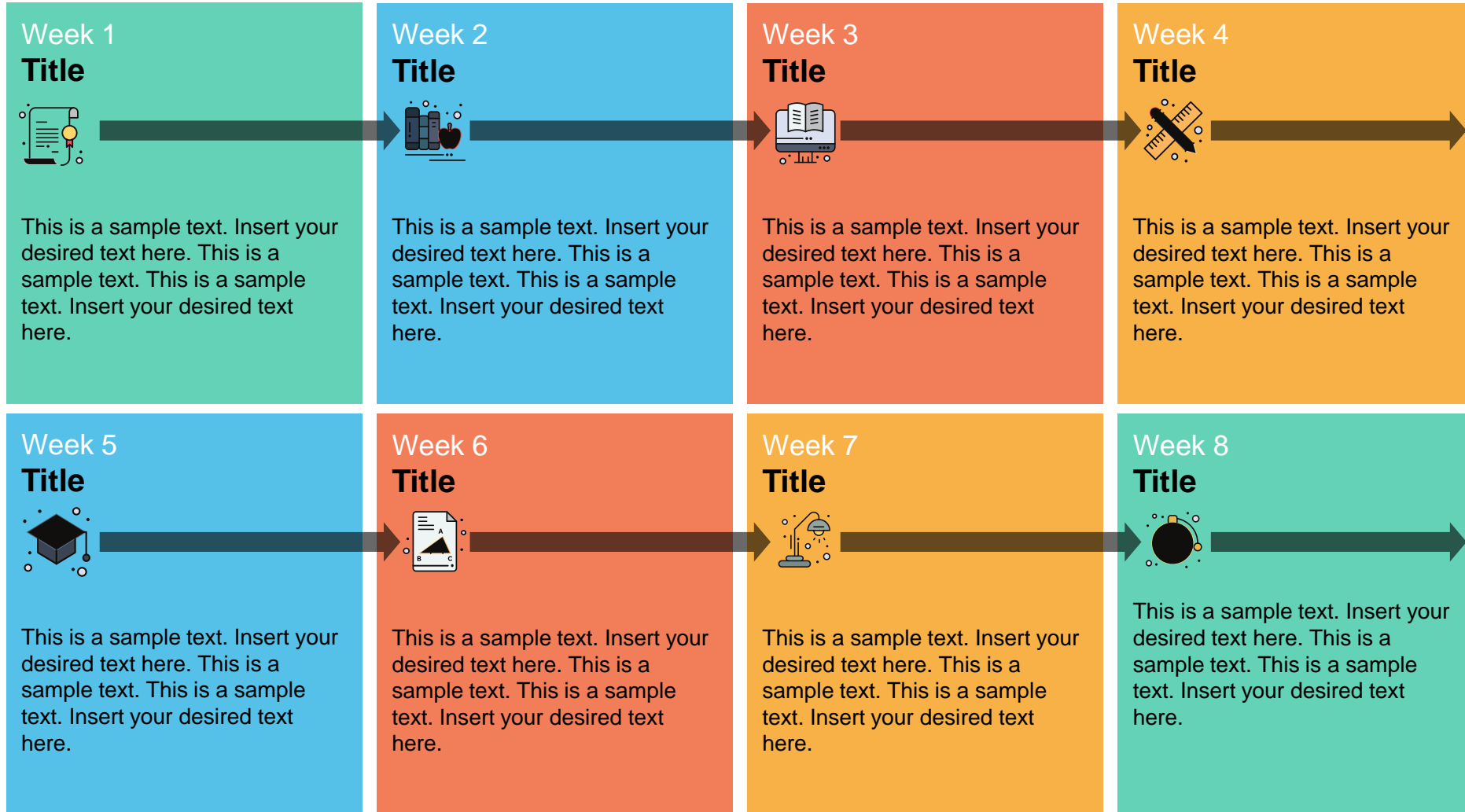How will you define & measure success and are you incentivizing it?

Consideration # 5

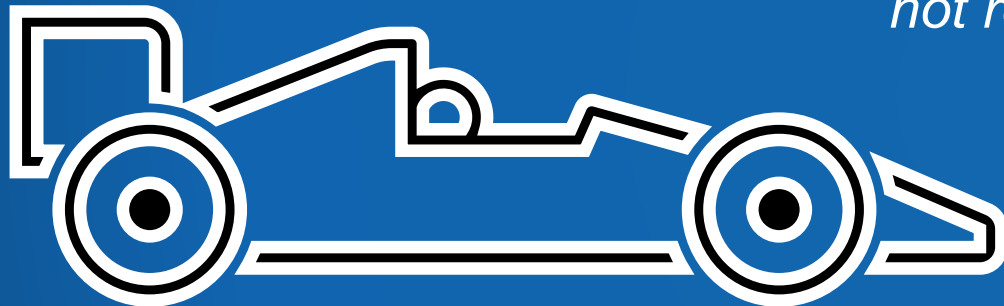Have a well communicated & articulated training plan

Sample Plan

Week 1
Title

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Week 2
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Week 3
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Week 7
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Week 8
Title

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WEEK 1
TITLE

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You would not buy a race car and not change the oil or use the best fuel. Consider training your teams as your hot rod's ongoing maintenance for peak driving performance.

"

Lauren B. Jones

Founder, Leap Consulting Solutions

Innovation without Technology

There I said it. Technology is NOT always the answer.

Truly evaluate what you are looking to improve, enhance, automate, etc.

Resources to innovate & inform

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Thank you

Lauren B. Jones

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