

The relationship between Change and Digital Transformation

John MacHale
NashTech Ireland





change transformation



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Change vs. Transformation - The Primes

www.theprimes.com/change-vs-transformation

Change vs. Transformation. Change fixes the past. Transformation creates the future. The chances of getting what we want increase as we become clearer ...

People also ask

What is difference between change and transformation?

What is transformational change in an organization?

What is transformation in management?

What is Transformation Initiative?

Feedback

Organizational Change & Transformation – 6 Critical Differences

https://www.intelivate.com/team-strategy/transformation-vs-change-6-differences

Feb 13, 2018 - Understanding these six critical differences between organizational change and transformation saves you a ton of budget, frustration, and ... Goals and Process ... Origination Differences of ... The Depth of ...

Videos



Change Vs. Transformation | Terry Jackson | TEDxAirline

TEDx Talks YouTube - May 25, 2016



Digital transformation: are you ready for exponential change? Futurist ...

Gerd Leonhard YouTube - May 11, 2016



The Difference Between Change and Transformation

Shawn Phillips YouTube - Nov 29, 2015

The Difference Between Change And Transformation – The Mission ...



Change And Transformation

Change management is dependent on one or more projects. Business transformation is dependent on multiple change management initiatives. ... Transformation is entirely dependent on change. The multiple change initiatives correct the current state to a level of stability to define, plan and execute transformation.

Organizational Change & Transformation – 6 Critical Differences Intelivate

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TIPPING POINT

*How Little Things Can
Make a Big Difference*

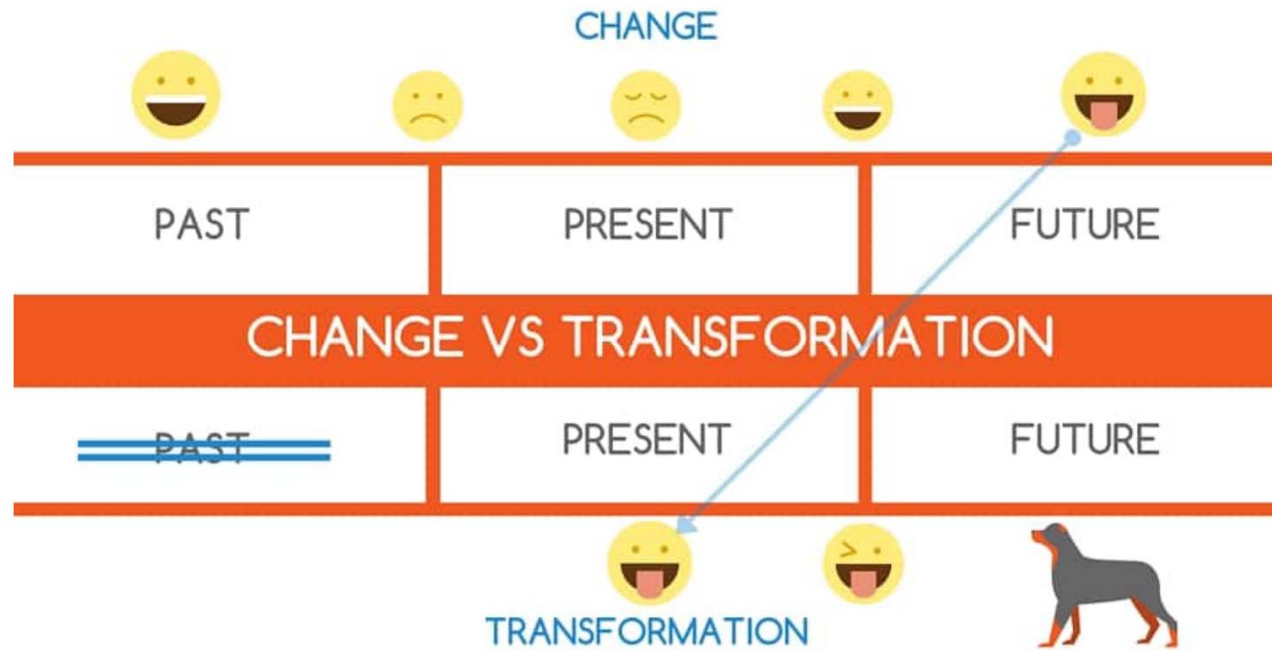


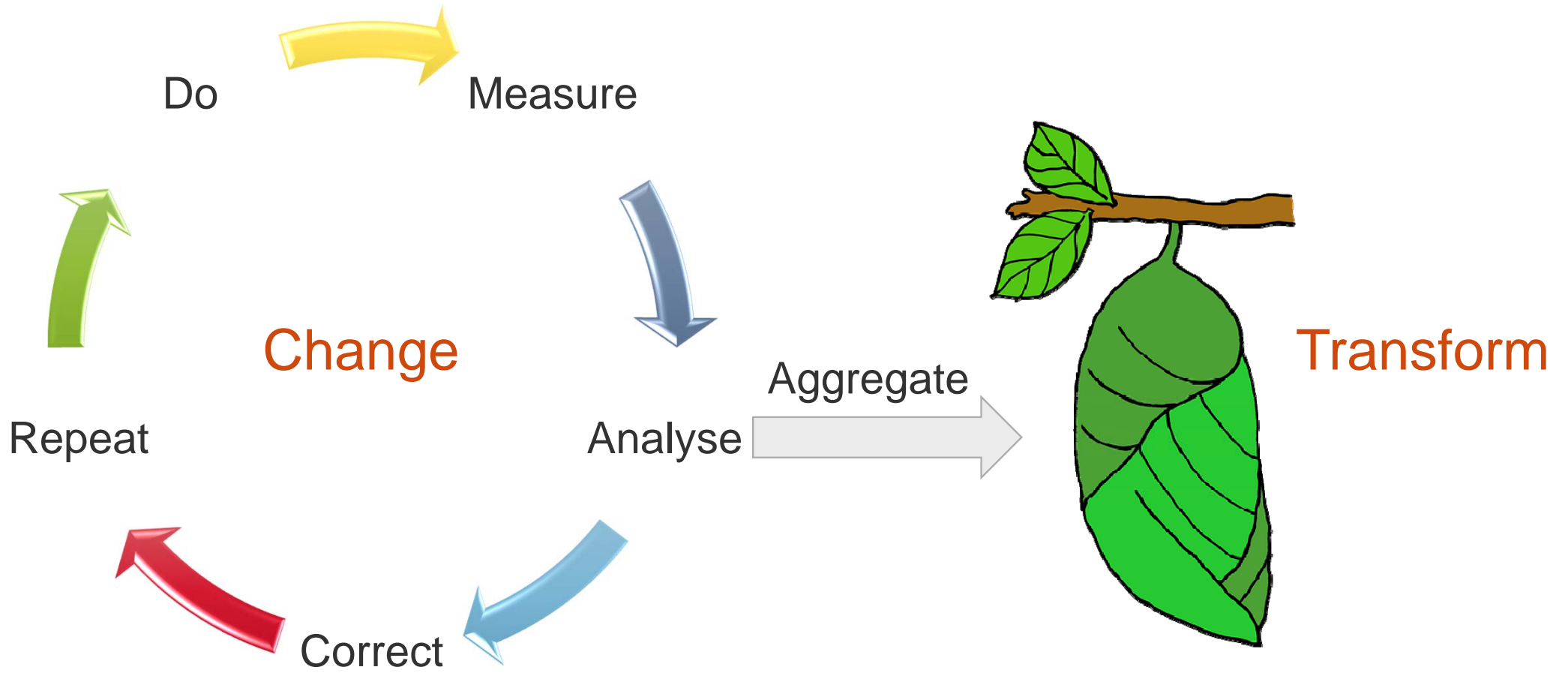
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*"A fascinating book that makes you see the world
in a different way." — FORTUNE*

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Change Supporting Transformation

Digitised ≠ Digital

Digitised = Operational Excellence

Transformation involves: instilling discipline by standardizing core processes

- Digitisation is an operational necessity and the foundation for 'becoming digital'



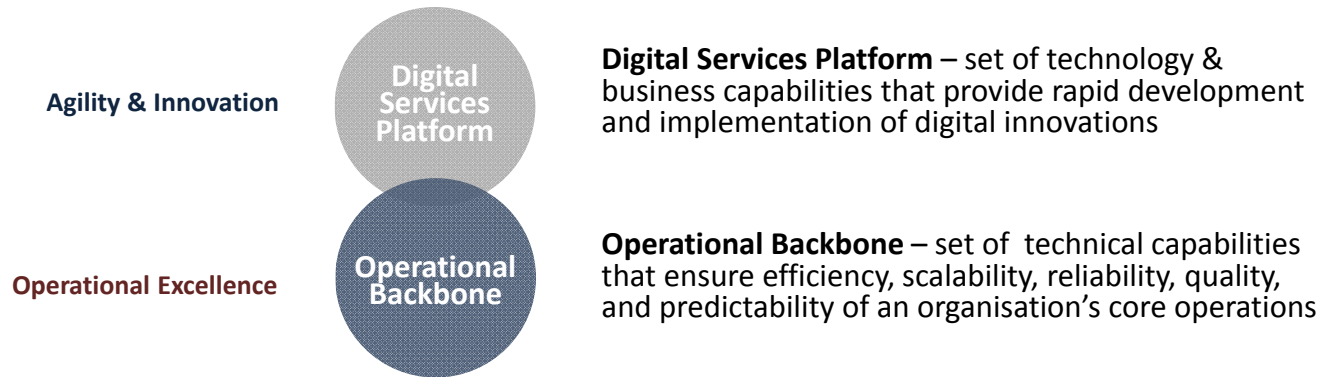
Digital = Rapid Business Innovation

Transformation involves: empowering people to experiment, release, and constantly enhance digital offerings

- A digital healthcare organisation redefines its whole patient value proposition, not just its operations



Executing a digital strategy requires two capability sets



| | Digitised Organisation | Digital Organisation |
|------------------------|---|---|
| Objective | Organisation efficiency, technology reliability | Organisation agility and innovativeness |
| Mechanism | Operational Backbone | Digital Services Platform |
| Principle | Integration / standardisation of enterprise processes | Digital offerings; plug & play components |
| Funding | Major project / programme investments | Continuous funding by business owners |
| Delivery method | Fast waterfall with regular updates | Agile and DevOps, continuous enhancements |
| Quality control | Release management, formalised QA | Customer co-creation; test, learn, enhance or discard |
| Key roles | Process and data owners | Product or service owners |
| Business case | Process efficiencies, cost reductions | New outcomes from enhanced value propositions |

Digital Readiness Assessment

1 Digital Vision

Lead Digital Strategy

| Category | Score |
|----------|-------|
| Sell | 42.3 |
| Make | 55.2 |
| Operate | 61.1 |

Digital Behaviours

| Category | Score |
|---|-------|
| Planning & Execution Mgmt | 2.2 |
| Enterprise Mgmt | 2.3 |
| Delivery & Operations Mgmt | 2.2 |
| Talent Dev & Org Design Mgmt | 2.1 |
| Investment & Finance Mgmt | 1.8 |
| Information Engineering & Cyber Security Mgmt | 2.2 |
| Risk & Controls Mgmt | 2.2 |

Digital Readiness

| Category | Reactive | Emerging | Ambitious | Leading |
|----------|----------|----------|-----------|---------|
| Plan | 34% | 40% | | |
| Make | 43% | 45% | | |
| Sell | 20% | | 50% | |
| Operate | 3% | 35% | | |
| OVERALL | 25% | 43% | | |

- Identify lead digital strategy, validated by interviews
- Define digital vision, led by interviews and drivers
- Identify priority behaviour categories
- Analyse implications of DRI by dimension and overall

2 Priority Capability Sets

First Priority

- Backbone Theme**
 - EAM, ODP, ...
- Sell Theme**
 - AAA, BBB, CCC

Second Priority

- Make Theme**
 - DDD, EEE, FFF
- Plan Theme**
 - GGG, HHH, III

- Define improvement themes based on
 - Priority (weighted) Behaviour areas
 - Individual behaviours within those with largest gap to ambition
- Validate and adjust themes by results/priorities of Vision & Strategy
- Recommend relevant IT-CMF and Digital capabilities for improvement

3 Digital Execution

- Ensure recommendations are appropriately balanced among the four business dimensions
- Prepare execution roadmap



<https://www.telegraph.co.uk/news/2016/04/29/animals-of-the-week-29-april-2016/a-noisy-tree-frog-got-on-a-chameleons-nerve-so-much-it-walked-a/>



Questions?



THANK YOU

www.nashtechglobal.com

