



## **Structuring the Transformation Program**

Successfully executing an enterprise-wide digital transformation requires thoughtful organizational design and structure. Critical elements include:

### **Vision and Strategy**

- Set a clear transformational vision and strategic priorities for the program.
- Ensure alignment to business goals across units and functions.

### **Leadership and Sponsorship**

- Assign executive leadership and align on roles.
- Secure active sponsorship from stakeholders across the business.

### **Portfolio Governance**

- Establish processes for initiative intake, prioritization, funding, and reporting.
- Continuously re-prioritize the portfolio based on new insights.

### **Program Management**

- Stand up a PMO to manage cross-functional delivery and interdependencies.
- Plan the sequence of initiatives and coordinate resources across projects.

### **Change Management**

- Develop a strategy and framework to drive adoption of changes.
- Equip leaders, managers and staff to implement changes.

### **Agile Delivery**

- Adopt Agile methods that emphasize rapid iterations and user feedback.
- Organize skilled, cross-functional teams with autonomy.

### **Talent and Culture**

- Acquire, retain and reskill critical talent needed for the future vision.
- Nurture a culture of innovation, collaboration and customer centricity.

The organizational structure should enable clarity of vision and priorities while empowering rapid delivery and adaptation. Simple, iterative processes and small, accountable teams help manage complexity. Investment in change management and culture fosters engagement. Forward-looking talent strategies secure critical capabilities. With disciplined execution and strong organizational foundations, the transformation program is positioned for impact and sustained success.