



Business Change

Exec Summary

Change Delivery Associates

The Birches, 29 Napsbury Lane, St Albans, Hertfordshire, England, AL1 1DU. | Registered in England and Wales

No 6515713, VAT Registered 935267702 | Telephone: 08456 53 21 53 | Fax: 0845 653 2153



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it's all in the delivery



The Challenge

- Significant strategy directional change with implications for -
 - People
 - Customer
 - Operations
 - Finance
- Large already existing change programme
- Create change governance, change team and Programme Management Office
- 6, 12, 18 and 24 month road map with benefit assumptions profile





Our Approach

- Support leadership development
- Understand strategic need / direction across business
- Creation of OGSP and alignment to strategic imperatives to deliver 2009 financial challenges
- Started alignment behind one vision for S&R
- Creation of OGSP / strategic imperatives to 2012
- Identify business owners and accountabilities for all projects for 2009
- Consolidate business benefits to end of 2009
- Inclusion and alignment to GM population
- Creation of change structure to deliver future aspiration
- Recruit interim project leads with the experience to challenge and support the business owners
- Implement financial tracking for 85 million including BAU challenges
- Creation of trended analysis tools including change incremental for 2009
- Develop programme Governance
- Develop structured change management process





The Outcome

- OGSP 2009 / 100 day plan baseline / OGSP for 2012 handed over to Transformation Director
- Change structure developed with roles defined handed over to Transformation Director
- E2E process and standard document templates completed and handed over to new permanent programme manager
- Progress reporting at workstream and portfolio levels in place and handed over to new permanent programme manager
- Milestone plans complete, backed by detailed project plans handed over to new permanent programme manager
- Financial trackers (Benefits and Investment Costs) completed and update process agreed and handed over to permanent programme manager.
- Handover in progress for Retention, Supply Chain, Growth and Opex streams to new permanent projects managers respectively.
- Handover timetable agreed for PMO

