



**Allaboard**  
Developing Inimitable Capabilities

ENABLING...

TRANSFORMATIONS

LEVERAGING **CHANGE**

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OP. MODEL DESIGN



CHANGE MANAGEMENT



CULTURE RESET



# Allaboard

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THE COASC

Business transformations are notoriously difficult, hence a global record of failed and abandoned efforts. For a myriad of reasons, the few that edge ahead to the finish line never really yield the envisaged value. At Allaboard, we understand transformation journeys from planning, through inception, to implementation and embedment. Our highly qualified and vastly experienced Consultants have delivered full stack transformations that involve business reimagination, techno-structural reconfigurations and people-side change. We deeply understand the transformation imperatives, and our plans to support your transformation journeys encompass the big imperatives for success - feasibility, business case, capabilities, vertical alignment and engagement. We work with clients to develop transformation roadmaps that balance urgency, organizational readiness and maturity. We don't only support your transformation delivery; we also provide personal coaching to enable transformation leaders and senior executives make the right calls at critical moments in the transformation journey.



OP. MODEL DESIGN



CHANGE MANAGEMENT



CULTURE RESET

# OPERATING MODEL DESIGN



In this exciting and hugely important area, we understand, clarify and articulate business objectives and key stakeholder value propositions with a view to align the core operating model drivers - service model, value chain, KPI matrix, process architecture and organizational structure - to the espoused strategic thrust. We bring a robust toolkit that ensures the client achieves an accurate situational insight (their as-is) as well as the strategic intent. Broadly, we address the following elements and deliverables.

- Dipstick Purpose Analysis, Strategy & Structure Review
- KPI, Analytical and Process Architecture Design
- Value Chain and Service Model Reconfiguration
- Organizational Capability Framework Design

*Leveraging on Design Science...*



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# CHANGE MANAGEMENT



At Allaboard, we understand that operating model transformations succeed through building organization-wide change capability and enabling decisive workforce transitions, ethically. Our Change Management package focuses on helping internal stakeholders handle personal and team changes with capability and confidence. We curate the necessary relationships and interfaces to provide a robust support structure for change enablement. On this front, we address the following elements and deliverables.

- Change Case, Scoping and Capability Building
- Change Capacity and Readiness Assessment
- Workforce Transition Principles, Plans and Roadmaps
- Change Enabler Identification and Implementation

*We help you author Change that Sticks!*



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# ORGANIZATIONAL CULTURE RESET



At Allaboard, we assist organizations deliver winning outcomes across the Talent-Culture nexus. On Culture, we bring a pipeline of proven frameworks and tools to execute culture transformations at all levels. Our work on Culture Reveal helps top leadership understand the underlying drivers for current dysfunction. We then work with clients to envision, map and install a culture reset, implementation and embedment program that delivers on espoused business outcomes. We address the following elements.

- Culture Reveal - Current Culture Driver Analysis
- Culture Reset and New Behaviour Model Formulation
- Culture Rollout Planning and Implementation
- Making it all Stick - Anchoring and Embedment

*We are focused on building Authenticity... not Perfection*



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## MEMBERSHIPS

### AND STRATEGIC PARTNERSHIPS



#### ASSOCIATION OF CHANGE MANAGEMENT PROFESSIONALS (ACMP)

Our Transformation team enjoys full subscription with the ACMP and affiliates with the South Africa Chapter. Through this priceless membership, we can access a global network of practicing experts, as well as leading edge frameworks and tools.



#### THE INTERNATIONAL TALENT MANAGEMENT ACADEMY (ITMA)

Our collaboration with iTMA is premised on our shared quest to build a strong Talent-Culture nexus in organizations. iTMA provides us with the talent management tools upon which we overlay culture interventions, and build dual potency for organizational success.



#### GLOBAL ACADEMY OF FINANCE AND MANAGEMENT (GAFM)

As a result of our long standing, illustrious involvement in organizational effectiveness interventions, the US-based GAFM has contracted us to deliver the Chartered OD Practitioner™ (CODP™) Program as an exclusive Trainer for Africa and Middle East regions.



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## CONTACTUS

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