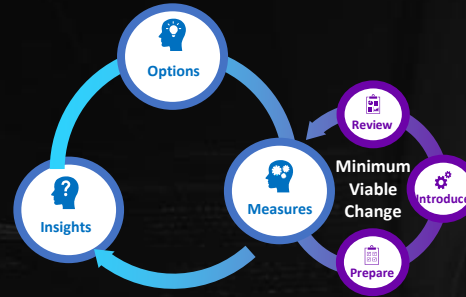


People, Change- and Program Management

Client Business Challenge

- Companies fail to leverage people & culture as strategic assets, e.g. talent shortage, re-/upskilling needs
- Functional inefficiencies related to its operating model and systems setup
- Employees feel lost between multiple and in parallel running projects and programs
- Lacking guidelines for the new ways of working and agile project management
- Historically grown heterogeneous structures, isolated entities, processes and IT landscape
- Lack of transparency and steering capability at all layers

BearingPoint Contribution



- Integrated HR & Business Transformation: Improving people effectiveness, employee experience and organizational performance
- Agile Change Management Framework: Driving the change with an agile step-by-step approach by supporting leadership involvement, communication and enablement
- Transformation Bridge: Scoring the program on the 23 building blocks for root cause analysis and cause & effect diagram

Client Business Outcomes

- Improved organization efficiency, talent pipeline and employee engagement
- Aligned employees ready to accept the change and live the new ways of working
- Improved control of subprojects due to the introduction of project portfolio management
- Implementation of revised and updated portfolio and project governance
- Clear guidance and next steps to bring the transformation program back on track
- Program management assisting to achieve independent operation of two business areas