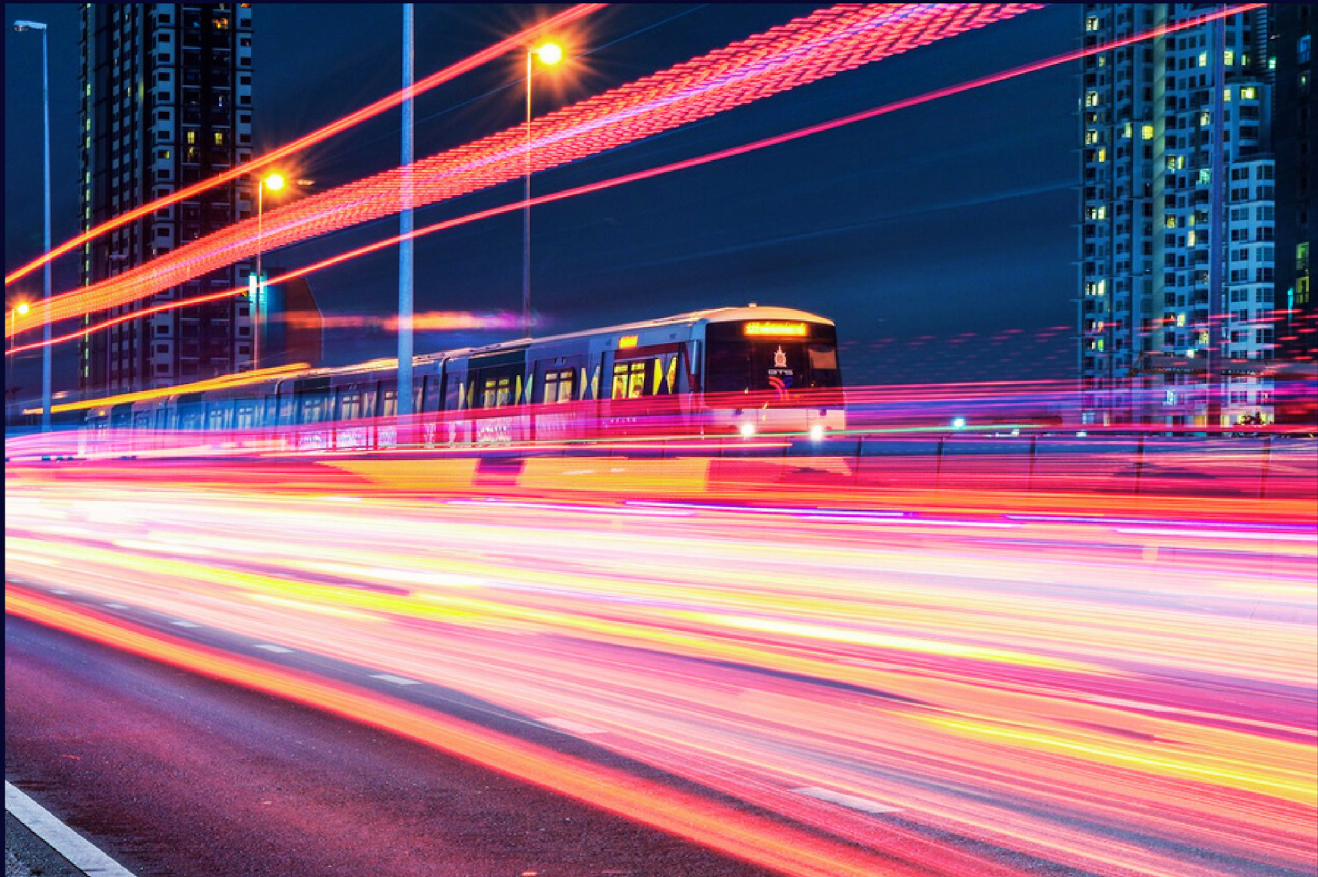

The Transformation Value Office (TVO)

Increasing the Pace & Value of Your Transformation



TVO360 Assessment

Temple Avenue Group

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Summary

Transformation Programmes are difficult and most Transformations fail. Yet, the need for companies to transform continues to gather pace. There is no secret 'recipe' for success but the following help your Transformation efforts to deliver demonstrable value.

Transformation Value Offices (TVO) are more than elevated PMOs they drive the standards, tone & pace of Transformations.

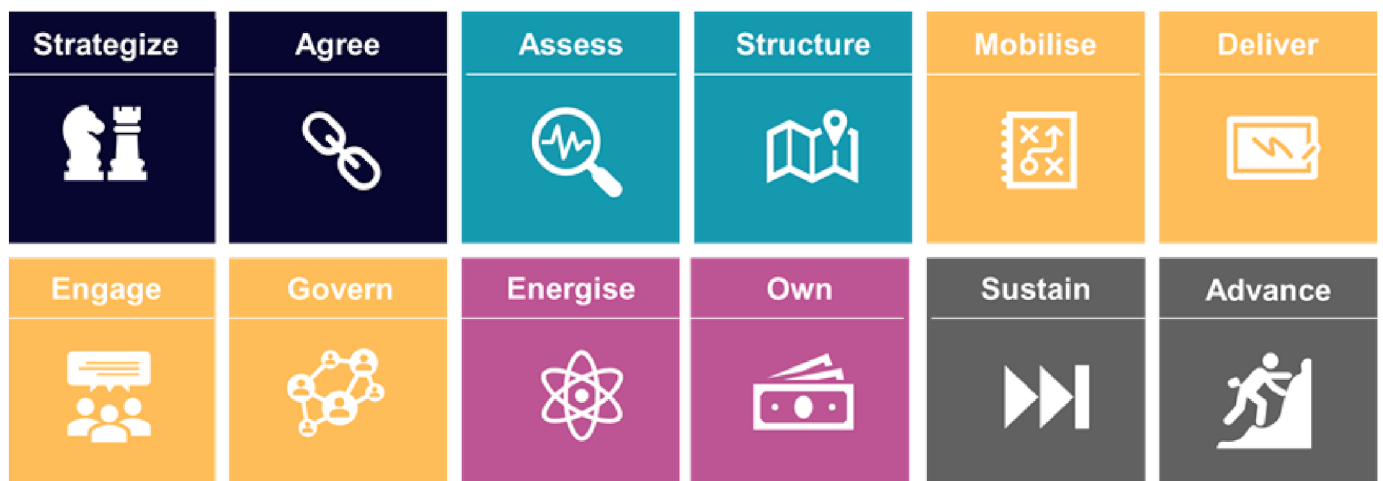
An Optimised TVO is your key to ensure your Transformation doesn't fail

There are a set of common challenges observed across Transformation Programmes.

Effective governance, Objective fact based decision making, Compelling reason to change & Talent optimisation are critical factors for success

Temple Avenue Groups TVO360 Assessment

Is your catalyst to optimising Transformational Value



The Case for A... Transformation Value Office

In today's fast paced and ever-changing business landscape, businesses are constantly striving to stay ahead of the competition and transform. However, we all know that most Transformations fail to achieve their objectives.

Transformations have become more complex, more integrated and dependent on pace. PMO's are the traditional vehicle for managing and organising change and generally they have performed well. However, to truly realise Transformational potential, businesses need to go a step further, be more strategic, more aligned and more integrated, by unleashing an optimised Transformation *Value* Office (TVO).

Most Transformation Programmes fail.

An optimised Transformation Value Office is the key to ensure that your's doesn't.

The benefits of implementing a Transformation Value Office are numerous and far-reaching. Key attributes being their ability to go beyond a traditional PMOs organisation and management capability and into strategy delivery, fostering a culture of accountability, setting the standards, tone and pace for optimal Transformation.



Common Challenges

No two Transformations are the same but there are a set of common challenges, which if recognised and addressed will help you to succeed. These emerge from the outset and remain through the lifecycle making effective Governance key.



ALIGNING

Ability to create a common understanding & focused plan for an aligned vision and mission. Alignment to organisational strategy with clear accountability



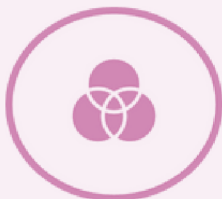
RESOURCING

Not having the right level of talent and mix of in-house and external support. Overburdening experienced employees. Unaware how we will obtain the competencies to deliver.



BUDGETING

Cost challenges and gaps in identifying and realising benefits. Lack of robust justification to commence or continue with initiatives.



DECISIONING

Not having explicit authority or the ability to make decisions at pace. Lack of structure & clarity to decision making with unclear escalation paths



COMMUNICATING

Messaging is complex, leaders take a long-time or fail to respond to feedback. Single-way communications deployed. The change doesn't resonate with employees.



Critical Success Factors

Some proclaim they have a magic recipe for Transformation and if you follow all will work well. For us Transformations are more complex and thus we don't prescribe to this level of thinking, however, we do recognise a number of Critical success factors:



Objective Fact-based Opportunities

Confidence in value return provides leadership confidence. Actions:

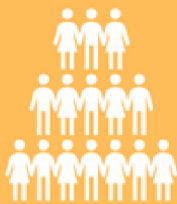
1. Assess and agree where to be exceptional setting ambitious targets
2. Baseline the current position
3. Empower and direct the governance process to set the pace by using insight to make decisions in real-time (in the governance sessions)



Compelling Reason to Change

Motivates and inspires people to support the Transformation. Actions:

1. Create a clear and understandable case for change, which makes the Transformational goals relatable to employees and stakeholders
2. Ensure leaders champion the case for change highlighting benefits of the Transformation and pitfalls for remaining with the current situation
3. Prepare frontline leaders to be ready for their role in the Transformation



Talent Optimization

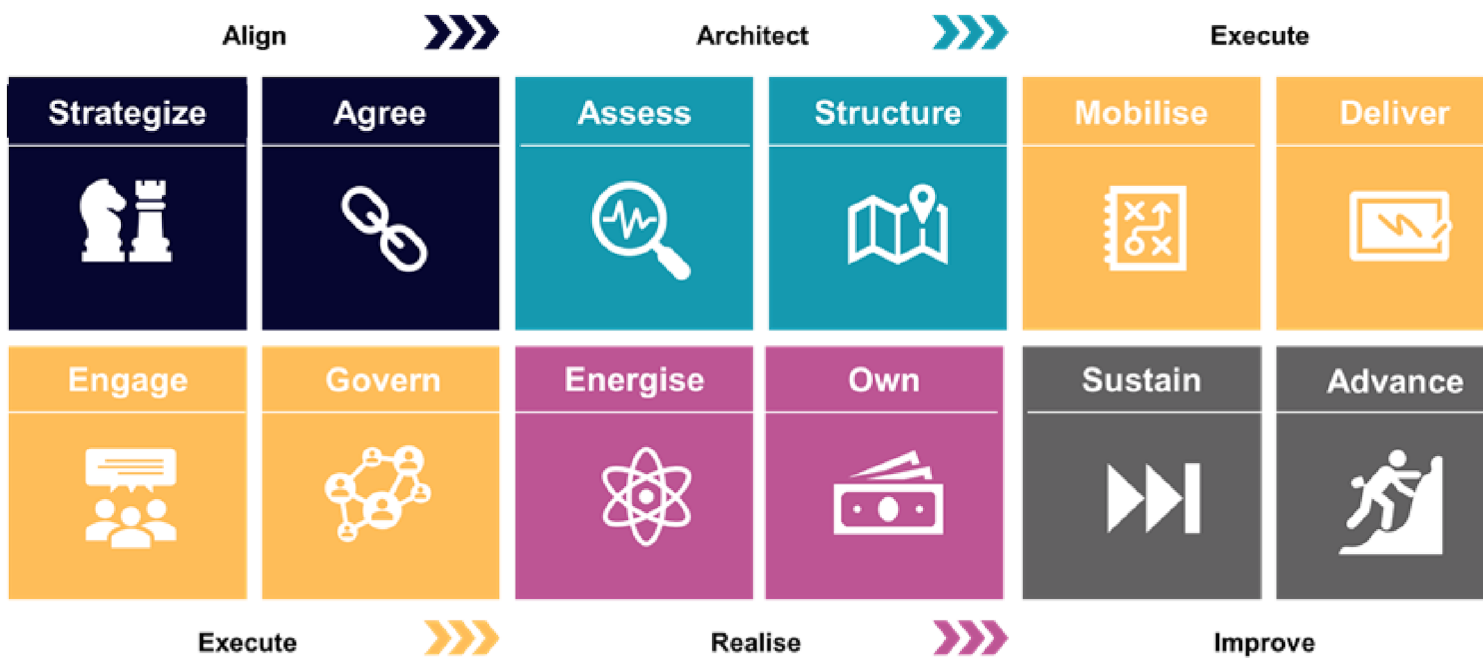
Effective resourcing makes or breaks a Transformation. Actions:

1. Assess capability, identify gaps and provide skills for talent to perform
2. Utilise governance meetings to identify talent to support initiatives
3. Blend internal expertise with external challenge and be fully staffed
4. Focus your top 5% of talent on the critical initiatives
5. Ensure your Transformation has the following key roles:
 - a. Visionary Executive (C-Suite) - Strategic Focus
 - b. Numbers Guru - Value Focus
 - c. Delivery Expert - Delivery Focus
 - d. Technical Expert - Digital & IT Focus

TVO360 Assessment

So, how can you get a full independent and accelerated assessment of your Transformation? Temple Avenue Groups proprietary TVO360 assessment provides this sense check enabling you to optimise your Transformation efforts, course correct, and unearth opportunities to improve.

Those organisations which take the time to assess and review are more successful than those that don't.



Temple Avenue Groups TVO360

Your Catalyst to Optimising Transformational Value

TVO360 Assessment

The TVO360 assessment is an accelerated yet comprehensive 360 view of your Transformation. Covering the Transformational stages:

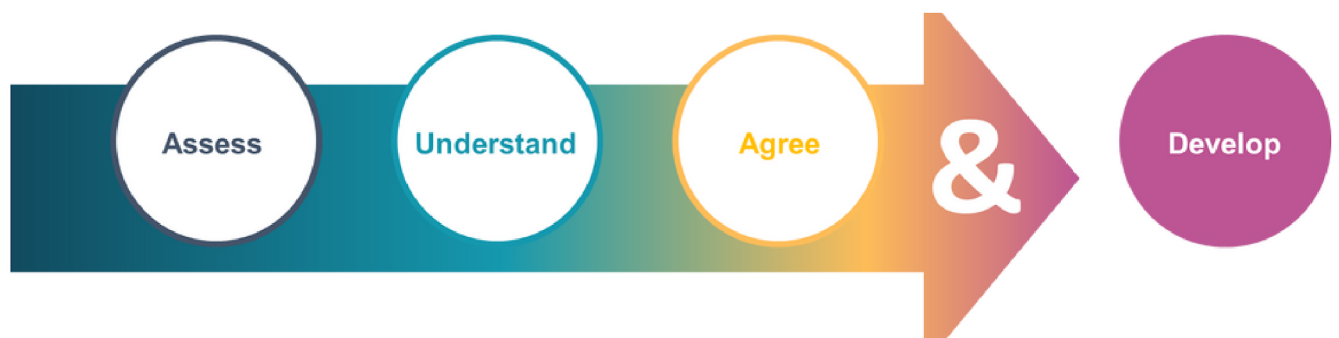
1. **Align** Strategise and Agree the Transformation
2. **Architect** Assess and set the Structure for the Transformation
3. **Execute** Mobilise, Deliver, Engage and Govern Delivery
4. **Realise** Energise and Own value realisation
5. **Improve** Sustain and Continuously Advance

Enabling Transformations to deliver value faster.

The TVO360 assessment is deliberately split into manageable components, utilising questionnaires to do some heavy lifting

TVO360 runs similar to a maturity assessment and adopts the same emphasis of optimised value realisation. The scoring mechanism is provided as a guide and the intention is to:

1. Rapidly Assess and build a view on where you are at,
2. Understand the challenges you face,
3. Reach a consensus and Agree on activities to improve,
4. Develop actionable recommendations for quick wins and longer term solutions



Temple Avenue Group

Our services are based on delivering demonstrable value to your Transformation efforts. We are passionate about delivery excellence, work seamlessly with our clients and maintain focus on value delivery.

For further information on how Temple Avenue Group can support your Transformation efforts, contact us today:

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