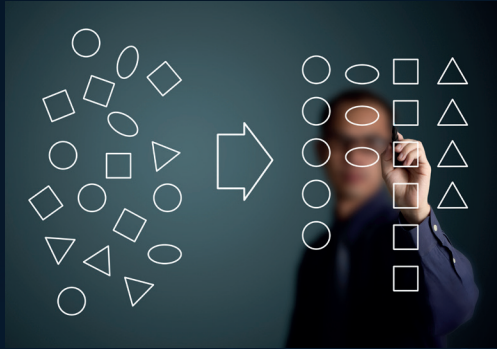# THALES CYBER AND CONSULTING
Transformation and Change

KEY BENEFITS

- **EVOLVE:** Respond to external changes which affect mission, strategy, leadership or culture
- **ADAPT:** To the constantly changing competitive, political, social, economic, technological or regulatory climate
- **PERFORM:** Unlock new levels of operational and financial performance through evolutionary change
- **TRANSFORM:** Implement and reinforce transformation by securing the services of Thales' highly experienced change practitioners

INTRODUCTION

Organisations are under sustained pressure to evolve or transform and those who respond effectively to change will be better placed to survive and thrive. Transformation requires a clear future vision and creates the imperative to change. Change management provides the mechanisms to deliver the change and successful transformation programmes seamlessly combine both.

CHANGE DRIVERS

Transformational change must address the full scope of change drivers to achieve what is required both in terms of results and cultural outcomes. An end-to-end vision, clearly defined business outcomes and comprehensive understanding of what and who will help your organisation embark upon a common path are fundamental to successful change. The independent perspective we bring, and our experience in delivering change across government and multiple industries and sectors, will equip you with the additional context and broader perspective needed to develop successful outcomes.

CREATING THE VISION

All change begins with a compelling vision and imperative to change. We will help you engage and communicate effectively with stakeholders to develop understanding and create a shared sense of purpose and momentum for change.

BUILDING THE CASE FOR CHANGE

We use evidence-based analysis to build the case for change. We help you define the desired outcomes, capture business requirements and understand existing business operations in order to define a realistic scope for change and create an effective programme of change management to deliver it.

EVOLUTIONARY CHANGE

Our enterprise improvement services identify opportunities to undertake evolutionary change within existing business operations, to leverage new technology or work existing assets harder.

TRANSFORMATIONAL CHANGE

Transformational change brings extra challenges of shifting organisational mindset, culture and behaviour. The end state is often arrived at iteratively, through evolution and experimentation. Such change places more reliance on the vision and demands a higher level of stakeholder engagement and resilience. We understand the depth and breadth of change and will support you in identifying business impacts, benefits, risks and their mitigations, to ensure your business outcomes are delivered.

https://www.thalesgroup.com/en/tcc-uk

SUMMARY OF SERVICES

- Business and technology-led change management
- Strategy and business case development
- Business analysis and operational modelling
- Organisation design and development
- Stakeholder engagement and communication
- Business performance and process optimisation
- Benefits realisation

WHY THALES?

- Domain knowledge of markets and customers
- Projects delivered across public and private sector
- Technology-agnostic solution implementation
- Broad, deep transformation and change skills
- Qualitative and quantitative analysis skills
- Vetted, cleared, accredited team of consultants with broad industry and market experience

CASE STUDY

CLIENT: A cyber security hardware manufacturer operating across EMEA, Americas, and Asia Pac regions with obsolete core systems and limited global integration of business operations.

BUSINESS OBJECTIVE: Review business operations and core processes and collect future requirements across all regions to deliver a global business and back office IS strategy and propose a target operating model (TOM) to execute the strategy.

THALES CYBER AND CONSULTING DELIVERED:

- Analysis of current systems, process and business capability and future scaleability
- Cost-benefit analysis of global vs. local TOM
- Stakeholder engagement
- Supplier evaluation and selection of core IS systems (ERP)
- Management of global change aspects of the programme
- Process design and adoption
- Organisational design including roles and responsibilities
- Team and individual impact and transition

https://www.thalesgroup.com/en/tcc-uk

THALES