A woman with dark, curly hair, wearing a light-colored blazer over a white top, is smiling warmly. She is looking towards another woman whose profile is visible on the right side of the frame. The background is softly blurred, suggesting an office or meeting environment.

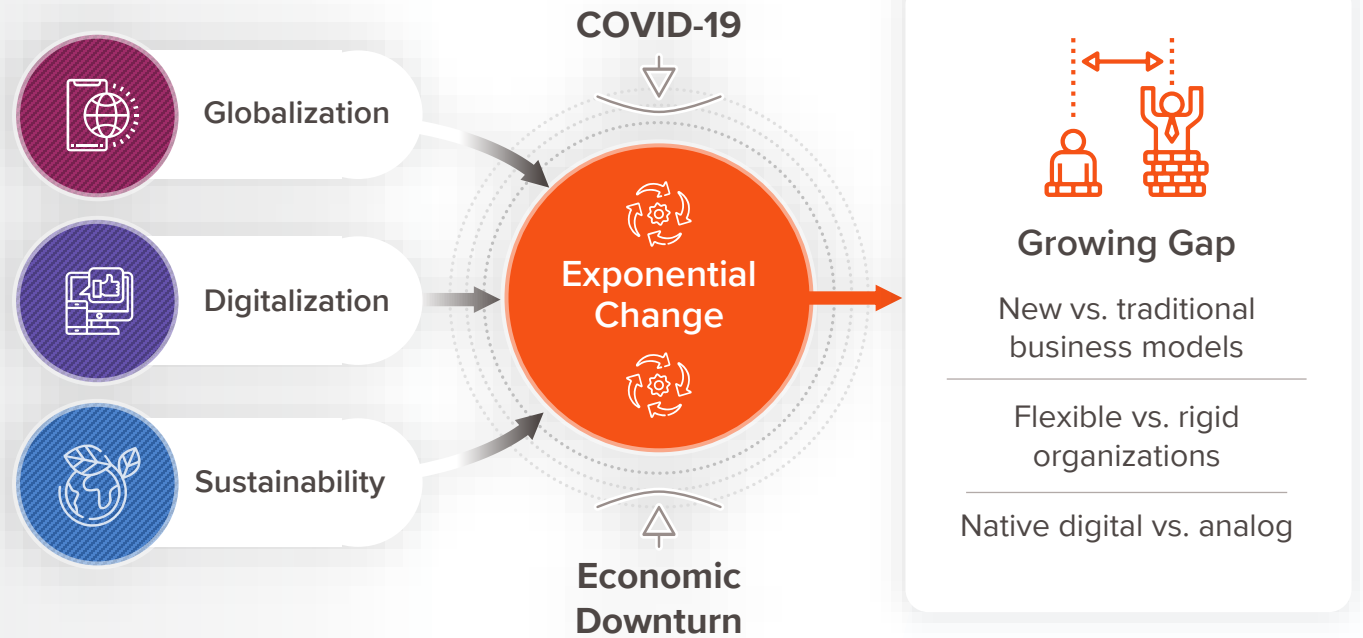
UNCONSTRAINED OPERATING MODEL REVIEW

Become a value-driven organization

A New Context

Embrace the new context to transform and thrive

Exponential change has been taken to the next level by the pandemic, creating an opportunity for bold leaders to define the new paradigm and come out faster and stronger.



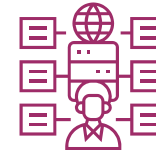
Why LEAN

Enable a more agile, flexible, value-driven organization

Implement a new strategy effectively to overcome the typical organizational pain points



Oversized structure and costs



Governance complexity



Proliferation of initiatives



Organizational inertia



Lack of shared vision and sense of urgency



Personal agenda vs. company goals



LEAN Solution

Achieve a continuous improvement culture

Why

Reinvent your company's operating model...

...to make a steep change in efficiency and flexibility ...

...by challenging main cost, structure and process drivers

How



CEO & SLT Sponsorship

Commitment to transform the organization in first person



Unconstrained Mindset

Openness to bold moves, alternative perspectives, and "intelligent mistakes"



Organizational Engagement

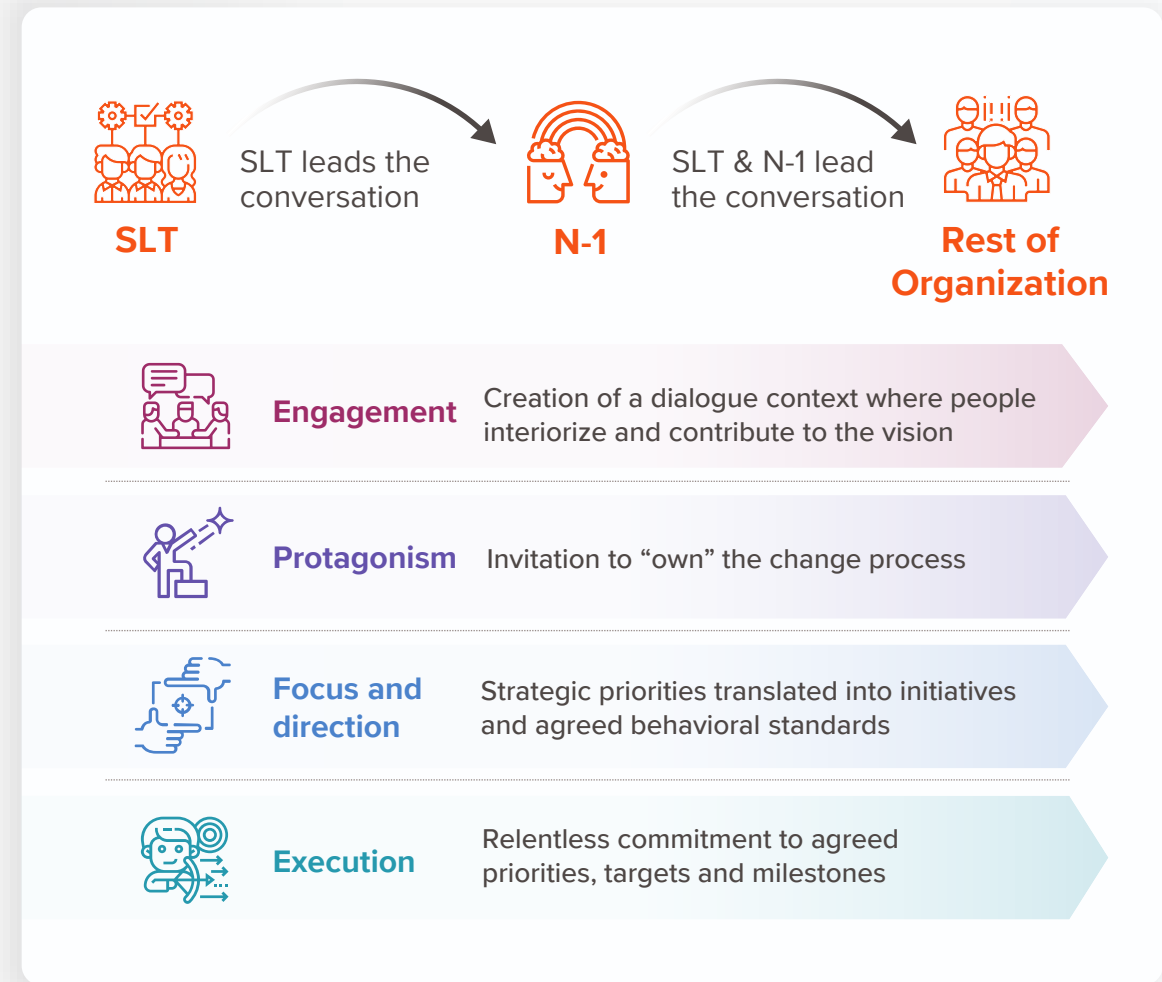
Involvement of people through shared vision and co-creation of new operating model



Alignment and Engagement

Interiorize the vision, contribute to the roadmap, and commit to execution

When the conversation cascades down to the whole organization, a great sense of engagement and protagonism can arise from team members, and overall benefits the strategy execution.



High-Performing Teams

Deliver business results and implement New Ways of Working

Adopt Agile dynamics to become faster, more flexible, promote innovation, and deliver value to the customer

Pillars



Dual Organization
Network and hierarchy combined



Agile Sprints
Empowered teams that deliver



Dual Organization
Network and hierarchy combined



Agile Sprints
Empowered teams that deliver

Principles



Short planning and delivery cycles, measured in days, with constant progress review



Empowered, autonomous teams, with key knowledge areas represented



Customer as a partner, down-to-earth requirements, and prioritization by value



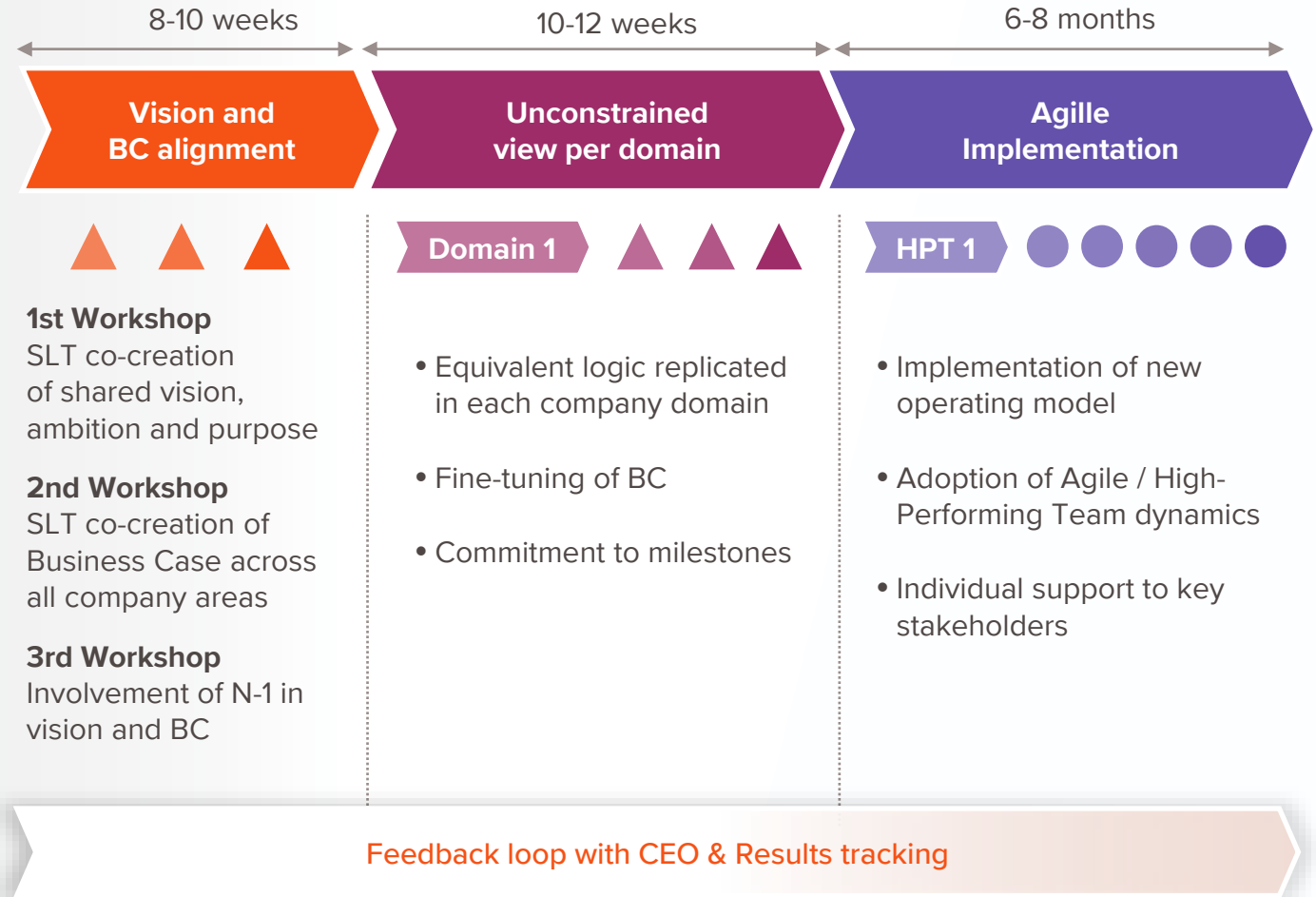
Fast customer feedback, 80/20 approach



Methodology

Execute through a structured process to focus teams and ensure delivery

Process organized in three phases from alignment to implementation



Results

Success translates into a lean, flexible and value-driven organization



Leaner and flexible organization



Significant cost reduction (20-40%)



Implementation of operational best practices



SLT cohesion and role-modelling



Adoption of Agile and New Ways of Working



Organizational engagement



Meaningful Transformation. Together.

www.walkleadership.com



For more information contact info@walkleadership.com

WALK

Copyright © WALK. All Rights Reserved.

WALK is a global consultancy focused on producing meaningful business transformation through leadership development and cultural change. Combining a team of strategy consultants, organizational psychologists, and leadership facilitators, WALK works with large organizations to ensure effective execution of their business initiatives. We do so by aligning people with strategy and empowering them to embrace a new leadership paradigm for the digital age. WALK's solutions include leadership development programs, alignment of executive teams, organizational engagement at scale, design and deployment of a digital culture, and implementation of new ways of working.